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RATES OF WAGES AND HOURS OF LABOUR

Street Railway Conductors and Motormen

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RATES OF WAGES AND HOURS OF LABOUR.

Street Railway Conductors and Motormen, 1914-1919.

The information presented in this report was acquired in December of 1919 through correspondence with the various companies and municipalities operating electric street railways in Canada, supplemented in some instances through local branches of the Amalgamated Association of Street and Electric Railway Employees. All of the fifty-nine lines at present in operation throughout the Dominion are included. These lines are operated by fifty-one companies and municipalities; they are covered by fifty-five separate statements on wages and hours. Twelve lines are owned by municipalities.

The period covered, 1914 to 1919 inclusive, roughly parallels the period of the late war, with its many interesting variations in both hours and wages. Only transportation occupations are given, and these are confined to Conductors and Motormen. Brief definitions of these occupations are as follows:[1]

Conductors.—Have charge of the cars and signal the motormen when to start and stop the cars; collect fares and assist and safe-guard passengers. At the end of each day or trip, make reports of fares collected, transfers issued, delays, accidents, etc. Conductors must be physically strong, courteous, careful, above the ordinary intelligence of an unskilled labourer, and judges of human nature to avoid quarrels with the public. The occupation is semiclerical in some respects and one of responsibility rather than of skill. In modern cars the work is comparatively easy, since fares are collected as passengers enter the car, but conductors are required in most cities to remain standing for long periods without opportunity for rest.

Motormen.—Operate the cars, starting only when signalled by the conductors, and open and close the door on pay cars; must have cars under control at all times, and avoid accidents or collisions. Traffic conditions are such that the occupation requires men physically strong, of good nerve, vitality, eyesight, judgment of speed and distance, and courage. The work is easily learned and should be classed as responsible rather than skilled, although experience increases efficiency, especially in avoiding accidents. Employees usually reach the average of efficiency within two years. In most cities motormen are allowed to be seated when outside congested districts.

The majority of street railway operators have adopted a wage system by which the rate of pay is increased automatically at stated intervals according to length of service. The most frequent period of service required before the maximum rate shall be attained is three years. The number of motormen and conductors of all grades at present employed on Canadian street railways is approximately 9,428.

[1] Bulletin 204, United States Bureau of Labour Statistics.

In the following table are shown maximum rates for 1914 and 1919 respectively, with the percentage of increase in each case:—

MAXIMUM RATES PER HOUR.

City or Town.	1914	1919	Increase	
			Cents.	Per cent
Halifax	25.0	43.5	18.5	74.0
Stellarton	25.0	38.0	13.0	54.0
Sydney	24.0	41.4	17.4	72.5
Yarmouth	15.5	20.0	4.5	29.0
Moncton	20.0	35.0	15.0	75.0
St. John	25.0	45.0	20.0	80.0
Hull	23.0	41.0	18.0	78.3
Levis	18.5	32.0	13.5	73.0
Montreal Tramways	25.0	48.0	23.0	92.0
Montreal and Southern Counties Interurban	24.0	48.0	24.0	100.0
Montreal and Southern Suburban	24.0	46.0	22.0	91.7
Quebec (City)	23.5	38.0	14.5	61.7
Quebec (Montmorency)	27.5	42.0	14.5	52.7
Sherbrooke	21.0	30.0	9.0	42.9
Brantford	18.0	41.0	23.0	127.8
Chatham	22.0	40.0	18.0	81.8
Cobalt	32.0	40.0	8.0	25.0
Cornwall	15.5	25.15	10.0	64.5
Gananoque	17.5	31.0	13.5	77.1
Galt (Grand River)	22.0	50.0	17.0	127.3
Galt (Lake Erie and Northern) (1916)	25.0	50.0	14.0	100.0
Guelph	21.0	41.0	20.0	95.2
Hamilton Street Ry	25.0	41.0	16.0	64.0
Hamilton (others)	25.0	45.0	20.0	80.0
Kingston	20.0	31.0	11.0	55.0
Kingsville	22.0	34.0	12.0	54.5
Kitchener Street Ry	22.0	38.0	16.0	72.7
Kitchener, Waterloo and Wellington	23.5	$70 month	.....	.....
London	23.0	44.0	21.0	91.3
Niagara Falls	30.0	48.0	18.0	60.0
Ottawa	27.0	45.0	18.0	66.7
Peterboro	20.0	40.0	20.0	100.0
Port Arthur	32.0	50.0	18.0	56.3
St. Catharines	29.0	45.0	16.0	55.2
St. Thomas	22.0	40.0	18.0	81.8
Sarnia	18.0	40.0	22.0	122.2
Sault Ste. Marie	24.0	45.0	21.0	87.5
Toronto Civic Ry	27.75	55.0	27.25	98.2
Toronto Ry. Company	27.5	55.0	27.5	100.0
Toronto and York Radial	$60 mth.	$100 mth	$40 mth.	66.7
Toronto Suburban	20.0	45.0	25.0	125.0
Welland	25.0	35.0	10.0	40.0
Windsor	26.0	50.0	24.0	92.3
Woodstock	18.0	20.0	2.0	11.1
Brandon	28.0	46.0	18.0	64.3
Winnipeg (Selkirk and Lake Winnipeg)	34.0	55.0	21.0	61.8
Winnipeg Electric	34.0	55.0	21.0	61.8
Moosejaw	35.0	55.0	20.0	57.1
Regina	37.5	48.0	10.5	28.0
Saskatoon	37.5	50.0	12.5	33.3
Edmonton	37.5	45.0	7.5	20.0
Calgary	38.0	60.0	22.0	57.9
Lethbridge	34.0	51.25	17.25	50.7
Nelson	$72.50 mth	$100 mth.	$27.50 mth	37.9
Vancouver and Victoria	35.0	58.0	23.0	65.7

Both maximum and entrance rates of wages may be presented as follows:[1]

Entrance Rates per Hour, 1914.

13.5 cents to 18.0 cents inclusive—15 statements.
18.5 cents to 23.0 cents inclusive—21 statements.
23.5 cents to 28.0 cents inclusive—14 statements.
Over 28 cents 1 statement.

In the largest group (18·5c to 23·0c.) there were 12 statements giving rates from 18·5 cents to 20·5 cents inclusive, and of these, 8 gave 20·0 cents per hour. Hence this rate may be regarded as a modal 1914 entrance rate.

Maximum Rates per Hour, 1914.

15.5 cents to 20.0 cents inclusive—10 statements.
20.5 cents to 25.0 cents inclusive—22 statements.
25.5 cents to 30.0 cents inclusive— 8 statements.
30.5 cents to 35.0 cents inclusive— 7 statements.
Over 35.6 cents 4 statements.

[1]Statements giving rates other than hourly are not included.

In the largest group (20·5c. to 25·0c.) there were 14 statements giving rates from 23·0 cents to 25·0 cents inclusive, and of these, 8 gave 25·0 cents, which may be regarded as a modal 1914 maximum rate.

Entrance Rates per Hour, 1919.

20.0 cents to 24.5 cents inclusive— 3 statements.
25.0 cents to 29.5 cents inclusive— 5 statements.
30.0 cents to 34.5 cents inclusive— 7 statements.
35.0 cents to 39.5 cents inclusive—18 statements.
40.0 cents to 44.5 cents inclusive— 8 statements.
45 0 cents to 49.5 cents inclusive— 7 statements.
Over 49.5 cents 3 statements.

In the largest group (35·0c. to 39·5c.) there were 5 statements giving 39 cents, which may be regarded as a modal 1919 entrance rate.

Maximum Rates per Hour, 1919.

20.0 cents to 24.5 cents inclusive— 2 statements.
25.0 cents to 29.5 cents inclusive— 1 statement.
30.0 cents to 34.5 cents inclusive— 4 statements.
35.0 cents to 39.5 cents inclusive— 5 statements.
40.0 cents to 44.5 cents inclusive—13 statements.
45.0 cents to 49.5 cents inclusive—12 statements.
50.0 cents to 54.5 cents inclusive— 7 statements.
55.0 cents to 59.5 cents inclusive— 6 statements.
Over 59.5 cents — 1 statement.

In the largest group (40·0c. to 44·5c.) there were 11 statements giving rates from 40·0 cents to 42·0 cents, and of these 5 gave 40·0 cents, which may be taken as the modal 1919 maximum rate.

A percentage comparison of these modal maximum and entrance rates gives the following results:—

Rate	1914	1919	Percentage increase.
Entrance	20.0c	39.0c	95.0%
Maximum	25.0c	40.0c	60.0%

The general movement in hours of labour may be summarized as follows:[1]

31 statements show no change in hours.
23 statements show a reduction in hours.
1 statement shows an increase (slight) in hours.

A grouping of all reductions shows:

Reduced from 12 hours in 1914 to 10 hours in 1919—2
Reduced from 11½ hours in 1914 to 9 hours in 1919—1
Reduced from 11 hours in 1914 to 10½ hours in 1919—1
Reduced from 11 hours in 1914 to 10 hours in 1919—3
Reduced from 11 hours in 1914 to 9¾ hours in 1919—1
Reduced from 11 hours in 1914 to 8½ hours in 1919—1
Reduced from 10¾ hours in 1914 to 10 hours in 1919—1
Reduced from 10½ hours in 1914 to 9½ hours in 1919—1
Reduced from 10 hours in 1914 to 9 hours in 1919—4
Reduced from 10 hours in 1914 to 8 hours in 1919—1
Reduced from 9¾ hours in 1914 to 8 hours in 1919—1
Reduced from 9½ hours in 1914 to 9 hours in 1919—2
Reduced from 9 hours in 1914 to 8 hours in 1919—4

There were 6 reductions in the 1914 eleven-hour group, and 5 reductions in the 1914 ten-hour group. In 1914 there were 21 lines working on a basis of 10 hours; the next largest group numbered 10, working on a 9-hour basis. In 1919 there were 24 lines on the 10-hour basis and 13 on the 9-hour basis, these still being the two largest groups. In 1914 there were 13 lines which worked on a basis of over 10 hours per day; in 1919 the number had decreased to 8. In 1914 there were 44 lines working on a basis of over 9 hours per day; in 1919 these had decreased to 33. It is to be noted that in 1919 there were six lines working the 8-hour day.

During the period 1914-19 the Department of Labour received 60 requests for Boards of Conciliation and Arbitration to settle disputes affecting street

[1]Only maximum hours used.

railways. Of this number 38 were concerned either wholly or in part with wages and hours for conductors and motormen. The latter were distributed thus:—

1914	1	1917	5
1915	1	1918	12
1916	3	1919	16

The total number of Boards actually appointed in this connection was 49, of which 35 rendered decisions affecting wages and hours for conductors and motormen.

The total number of strikes on street railways during this period was 17, of which 11 were in connection with wages and hours for conductors and motormen.

Working agreements.—The following is a summary of the contracts between the various operating companies and municipalities and their employees, with special reference to clauses affecting motormen and conductors. Twenty-two of these agreements were received by the Department. Six of them are between municipalities and their street railway employees; the remainder are between private companies and their employees. Eleven are between local unions of the Amalgamated Association of Street and Electric Railway Employees of America and their employers; eleven are between employers and the employees as a whole, in some cases including members of the Association.

Duration.—Sixteen agreements are to remain in force for a period of approximately one year; two of these were signed at such a time of year as to cover only about ten months before their dates of expiration. Two are for two years, one is for ten years, three are to continue until further notice by either of the contracting parties. Of the yearly agreements, ten call for thirty day's notice of termination of contract, one stipulates sixty days, and five make no provision of this nature. The biannual agreements contain no clause of this sort; the ten-year agreement calls for thirty days; two of the indefinite agreements name ninety days and thirty days respectively, while the other sets no time limit.

Recognition of Union.—Twelve agreements state that there shall be no discrimination against employees because of membership in the Association; three forbid loss of seniority, or other discrimination, because of election to office in the Association; one makes similar provision in the case of membership on any committee representing the employees.

Uniforms, Comfort of Employees, etc.—One agreement provides for yearly uniforms free of cost after three months service. Five agreements arrange for uniforms free of cost after one year of service. Of these, two call for payment by the employer of one-half the cost of the first uniform; another calls for payment by the employer of one-half the cost after the employee has been in the service three months; one requires the employee to bear the full cost for the first year. Four agreements provide for uniforms free of cost after two years of service. Of these, two call for payment by the employer of half the cost of the first uniform, two make a similar provision after the employee has been in the service one year. One agreement provides for free uniforms after three years of service, while under that period the employer is to pay half the cost. One agreement calls for free uniforms after four years of service, the employer paying half the cost after two years service. One agreement arranges for payment by the employer of half the cost of all uniforms at all times, and one agreement states that the employee may purchase in the open market but the employer has the right to prescribe the style and quality.

Ten agreements require stools or chairs for the seating of motormen and conductors at such times or under such conditions of traffic as may be agreed

1—A suburban line.

upon. Eight agreements stipulate the heating of cars to a reasonable temperature, and two specify curtains to darken the vestibule at night.

Nine agreements give free transportation to employees, usually at the discretion of the employer.

Leave of Absence.—Fifteen agreements arrange for leave of absence. Eleven of these permit a "reasonable" amount of leave without pay. Of these, one excludes the months of August, September and October; four limit the amount of leave to three months; two limit it to thirty days; three do not specifically limit the period; one does not limit the period but provides for two weeks regular leave on pay each year. Two agreements call for an open book in which to register the desired day or days off, seven days notice being required before such will be granted, and then only in order of precedence according to date of entry in the book. One agreement allows one day off in each two weeks. One agreement stipulates that only such employees as are absolutely necessary shall work on statutory holidays, and another provides for each employee one day off in seven, including weeks when Sunday work is required of him.

Seniority, Choice of Runs, Promotion, etc.—Thirteen agreements give choice of run according to seniority; three specify seniority subject to efficiency. In practically all cases it is stipulated that the list of runs be posted at stated intervals. Five agreements call for the posting of seniority lists. In the case of a reduction in staff, two agreements call for retention according to seniority and efficiency; five require seniority only. In the matter of promotions, five agreements provide for a basis of seniority and efficiency; one stipulates ability first, with seniority to be considered; two require only seniority.

Settlement of Disputes.—Fifteen agreements express the willingness of the employer to meet the employees in conference on matters of mutual interest. A typical clause to this effect is as follows:

"The Commission will be willing at all times upon reasonable notice being given by the Employees to interview the Employees or any Committee of them duly appointed on any subject or matter for the mutual benefit of the Employees and the Commission in its relation to the general public."

One of these agreements further arranges, in case of failure to reach a satisfactory adjustment of the matters in dispute, for appeal to the Managing Director or Board of Directors of the Company.

All of the agreements which contain clauses respecting discipline of employees require that the employee shall have a fair hearing before the imposition of any penalty. The modes of investigation vary as follows:—

1 agreement —Investigation by an official selected by the employer.

8 agreements —Investigation by a committee of the employees, usually termed a Grievance Committee. Three of these make no provision for appeal from the decision resulting from this inquiry. One provides for appeal to the Superintendent, with further appeal to the City Commissioners, and a final resort to arbitration. One provides for appeal direct to the City Commissioners. Two provide for appeal to the Superintendent, with further appeal to the Manager. In one case there is no further appeal from the decision of the Superintendent.

1 agreement —Investigation by a committee of employees and the Manager, with right of appeal to the Public Utilities Commission.

9 agreements —Right of appeal to a specific officer of the administration. Three agreements name the Superintendent: in one of these it is stipulated that the accused person may bring with him a deputation of his fellow employees, in another there is further appeal to the General Manager, with final recourse to arbitration, and in the third there is the right of further appeal by a general committee of the employees to the General Manager. One agreement names the President, appeal to be made either in person or through a grievance committee of employees. One agreement names the Municipal Railway Commissioners. One agreement arranges for appeal first to a superior officer and then, if necessary, to a grievance committee. Two agreements name the General Manager; one of these gives as an alternative the Vice-president, and gives the accused the right of bringing with him any committee or delegation of fellow employees. One agreement grants the right of appeal from higher officials to the Mayor, Commissioner or City Council.

1 agreement —Appeal to arbitration. The court is to consist of three members, one chosen by the employer, one by the employee, and the third by the two already chosen. Another agreement which specifies arbitration as a final resort further provides that if these two members cannot agree on a third, the appointment is to be made by a judge of the Supreme Court.

TABLES OF WAGES AND HOURS OF LABOUR.

The following tables present in detail the rates of wages and hours of labour for conductors and motormen on all street railway lines now operating in Canada. Usually these rates are on an hourly basis, and unless weekly rates of wages or hours per week were given in the statements received, they are not recorded. In some instances the supplementary information with respect to rates of wages on work trains and freight cars, or for overtime, holidays, and with students was not given in the statements received, and hence cannot be presented in the tables. In other cases certain details which were included in the statements have been omitted in the tables in order to secure as complete uniformity as possible.

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Nova Scotia Tramways and Power Co. Ltd., Halifax, N.S.											
		$	$	$	$	$	$	$			
1914	1st year	0·22	.....	0·26	0·26	.....	.....	.....	10	.....	
	2nd year	0·23	.....	0·27	0·27	.....	.....	.....	10	.....	
	3rd year	0·25	.....	0·29	0·29	.....	.....	.....	10	.....	
1915	1st year	0·22	.....	0·26	0·26	.....	.....	.....	8¼–9	.....	
	2nd year	0·23	.....	0·27	0·27	.....	.....	.....	9–9½	.....	
	3rd year	0·25	.....	0·29	0·29	.....	.....	.....	9–9½	.....	
1916	1st year	0·22	.....	0·26	0·26	.....	.....	.....	8¼–9	.....	
	2nd year	0·23	.....	0·27	0·27	.....	.....	.....	9–9½	.....	
	3rd year	0·25	.....	0·29	0·29	.....	.....	.....	9–9¾	.....	
1917 to April 30, 1918	1st 6 mos.	0·24	.....	0·28	0·28	.....	.....	.....	8½	.....	
	2nd 6 mos.	0·25½	.....	0·29½	0·29½	.....	.....	.....	8½	.....	
	2nd year	0·27	.....	0·31	0·31	.....	.....	.....	8¾	.....	
	3rd year	0·29	.....	0·32	0·32	.....	.....	.....	9	.....	
March 1918	1st 6 mos.	0·27½	.....	0·31½	0·31½	.....	.....	31½	8¾–9¼	.....	
	2nd 6 mos.	0·28½	.....	0·32½	0·32½	.....	.....	0·32½	8¾–9¼	.....	
	2nd year	0·30	.....	0·34	0·34	.....	.....	0·34	8¾–9¼	.....	
	3rd year	0·32½	.....	0·36½	0·36½	.....	.....	0·36½	9–9½	.....	
*1919	1st 6 mos.	0·38½	.....	0·44½	0·44½	.....	0·47½	0·43½	8¾–9¼	.....	
	2nd 6 mos.	0·40	.....	0·46	0·46	.....	per hour	0·45	8¾–9¼	.....	
	2nd year	0·41½	.....	0·47½	0·47½	.....	0·06	0·46½	8¾–9¼	.....	
	3rd year	0·43½	.....	0·49½	0·49½	.....	over schedule on Sundays.	0·48½	8¾–9¼	.....	
*Sunday rate applies also to Christmas Day.											
Pictou County Electric Co., Stellarton, N.S.											
		$	$	$	$	$	$	$			
1914 and 1915	1st year	0·20	12·00	0.20	0.20	0.20	.....	.....	10	.....	60
	2nd year	0·225	13.50	0.225	0.225	0.225	.....	.....	10	.....	60
	5th year	0.25	15.00	0.25	0.25	0.25	.....	.....	10	.....	60
1916	1st year	0.21	12.60	0.21	0.21	0.21	.....	.....	10	.....	60
	2nd year	0.23	13.80	0.23	0.23	0.23	.....	.....	10	.....	60
	4th year	0.26	15.60	0.26	0.26	0.26	.....	.....	10	.....	60
	5th year	0.28	16.80	0.28	0.28	0.28	.....	.....	10	.....	60
1917	1st year	0.24	14.40	0.24	0.24	0.24	.....	.....	10	.....	60
	2nd year	0.26	15.60	0.26	0.26	0.26	.....	.....	10	.....	60
	3rd year	0.28	16.80	0.28	0.28	0.28	.....	.....	10	.....	60
	4th year	0.30	18.00	0.30	0.30	0.30	.....	.....	10	.....	60
	5th year	0.32	19.20	0.32	0.32	0.32	.....	.....	10	.....	60
1918	1st year	0.26	15.60	0.26	0.26	0.26	.....	.....	10	.....	60
	2nd year	0.30	18.00	0.30	0.30	0.30	.....	.....	10	.....	60
	3rd year	0.32	19.20	0.32	0.32	0.32	.....	.....	10	.....	60
	4th year	0.35	21.00	0.35	0.35	0.35	.....	.....	10	.....	60
	5th year	0.36	21.60	0.36	0.36	0.36	.....	.....	10	.....	60
1919	1st year	0.28	16.80	0.28	0.28	0.28	.....	.....	10	.....	60
	2nd year	0.34	20.40	0.34	0.34	0.34	.....	.....	10	.....	60
	3rd year	0.35	21.00	0.35	0.35	0.35	.....	.....	10	.....	60
	4th year	0.37	22.20	0.37	0.37	0.37	.....	.....	10	.....	60
	5th year	0.38	22.80	0.38	0.38	0.38	.....	.....	10	.....	60
Cape Breton Electric Company, Ltd., Sydney, N.S.											
		$	$	$	$	$	$	$			
Sept. 1, 1912 to Dec. 31, 1915	1st year	0.20	.....	1½	0.20	·20	.....	plus 0.04	9–10	8–9	
	2nd year	0.21	.....	1½	0.21	0.21	.....	per hour	9–10	8–9	
	3rd year	0.22	.....	1½	0.22	0.22	.....	.....	9–10	8–9	
	4th year	0.24	.....	1½	0.24	0.24	.....	.....	9–10	8–9	
Jan. 1, 1916 to June 30, 1916	1st year	0.21	.....	1½	0.21	0.21	.....	plus 0.04	9–10	8–9	
	2nd year	0.22	.....	1½	0.22	0.22	.....	per hour	9–10	8–9	
	3rd year	0.24	.....	1½	0.24	0.24	.....	.....	9–10	8–9	
	4th year and thereafter	0.25	.....	1½	0.25	0.25	.....	.....	9–10	8–9	
[1]July 1, 1916 to March 31, 1917	1st 3 mos.	0.23575	.....	1½	0.23575	0.23575	.....	plus 0.04	9–10	8–9	
	2nd 3 mos.	0.2415	.....	1½	0.2415	0.2415	.....	per hour	9–10	8–9	
	3rd 3 mos.	0.24725	.....	1½	0.24725	0.24725	.....	.....	9–10	8–9	
	4th 3 mos.	0.2530	.....	1½	0.2530	0.2530	.....	.....	9–10	8–9	
	2nd year	0·2530	.....	1½	0·2530	0·2530	.....	plus 0·04	2–10	8–9	
	3rd year	0·2750	.....	1½	0·2750	0·2750	.....	per hour	9–10	8–9	
	4th year	0·2750	.....	1½	0·2750	0·2750	.....	.....	9–10	8–9	
	5th year	0·2860	.....	1½	0·2860	0·2860	.....	.....	9–10	8–9	
[1]April 1, 1917 to Oct. 31, 1917	1st 3 mos.	0·24725	.....	1½	0·24725	0·24725	.....	plus 0·04	9–10	8–9	
	2nd 3 mos.	0·2530	.....	1½	0·2530	0·2530	.....	per hour	9–10	8–9	
	3rd 3 mos.	0·25875	.....	1½	0·25875	0·25875	.....	.....	9–10	8–9	
	4th 3 mos.	0·2645	.....	1½	0·26450	0·26450	.....	.....	9–10	8–9	
	2nd year	0·2645	.....	1½	0·2645	0·2645	.....	plus 0·04	9–10	8–9	
	3rd year	0·2875	.....	1½	0·2875	0·2875	.....	per hour	9–10	8–9	
	4th year	0·2875	.....	1½	0·2875	0·2875	.....	.....	9–10	8–9	
	5th year	0·299	.....	1½	0·299	0·299	.....	.....	9–10	8–9	

[1]Including bonus.

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Cape Breton Electric Company, Ltd, Sydney, N.S.—*Concluded.*											
		$	$	$	$	$	$	$			
Nov. 1, 1917, to May 31, 1918..	1st 3 mos.....	0·26875	.....	1½	0·26875	0·26875	.....	plus 0·04	9–10	8–9	
	2nd 3 mos.....	0·275	.....	1½	0·275	0·275	.....	per hour..	9–10	8–9	
	3rd 3 mos.....	0·28125	.....	1½	0·28125	0·28125	.....	.....	9–10	8–9	
	4th 3 mos.....	0·2875	.....	1½	0·2875	0·2875	.....	.....	9–10	8–9	
	2nd year.....	0·2875	.....	1½	0·2875	0·2875	.....	.....	9–10	8–9	
	3rd year.....	0·3105	.....	1½	0·3105	0·3105	.....	.....	9–10	8–9	
	4th year.....	0·3105	.....	1½	0·3105	0·3105	.....	.....	9–10	8–9	
	5th year.....	0·322	.....	1½	0·322	0·322	.....	.....	9–10	8–9	
[2]June 1, 1918, to Oct. 31, 1918...	1st 3 mos.....	0·29025	.....	1½	0·29025	0·29025	.....	plus 0·04	9–10	8–9	
	2nd 3 mos.....	0·297	.....	1½	0·297	0·297	.....	per hour..	9–10	8–9	
	3rd 3 mos.....	0·30375	.....	1½	0·30375	0·30375	.....	.....	9–10	8–9	
	4th 3 mos.....	0·3105	.....	1½	0·3105	0·3105	.....	.....	9–10	8–9	
	2nd year.....	0·3105	.....	1½	0·3105	0·3105	.....	.....	9–10	8–9	
	3rd year.....	0·3335	.....	1½	0·3335	0·3335	.....	.....	9–10	8–9	
	4th year.....	0·3335	.....	1½	0·3335	0·3335	.....	.....	9–10	8–9	
	5th year.....	0·345	.....	1½	0·345	0·345	.....	.....	9–10	8–9	
	6th year.....	0·345	.....	1½	0·345	0·345	.....	.....	9–10	8–9	
	7th year and thereafter...	0·3565	.....	1½	0·3565	0·3565	.....	.....	9–10	8–9	
[1]Nov. 1, 1918, to June 30, 1919...	1st 3 mos.....	0·3225	.....	1½	0·3225	0·3225	.....	plus 0·04	9–10	8–9	
	2nd 3 mos.....	0·330	.....	1½	0·330	0·330	.....	per hour..	9–10	8–9	
	3rd 3 mos.....	0·3375	.....	1½	0·3375	0·3375	.....	.....	9–10	8–9	
	4th 3 mos.....	0·345	.....	1½	0·345	0·345	.....	.....	9–10	8–9	
	2nd year.....	0·345	.....	1½	0·345	0·345	.....	.....	9–10	8–9	
	3rd year.....	0·3565	.....	1½	0·3565	0·3565	.....	.....	9–10	8–9	
	4th year.....	0·3565	.....	1½	0·3565	0·3565	.....	.....	9–10	8–9	
	5th year.....	0·368	.....	1½	0·368	0·368	.....	.....	9–10	8–9	
	6th year.....	0·368	.....	1½	0·368	0·368	.....	.....	9–10	8–9	
	7th year and thereafter...	0·3795	.....	1½	0·3795	0·3795	.....	.....	9–10	8–9	
[2]July 1, 1919.....	1st 3 mos.....	0·35475	.....	1½	0·35475	0·35475	.....	plus 0·04	9–10	8–9	
	2nd 3 mos.....	0·363	.....	1½	0·363	0·363	.....	per hour..	9–10	8–9	
	3rd 3 mos.....	0·37125	.....	1½	0·37125	0·37125	.....	.....	9–10	8–9	
	4th 3 mos.....	0·3795	.....	1½	0·3795	0·3795	.....	.....	9–10	8–9	
	2nd year.....	0·3795	.....	1½	0·3795	0·3795	.....	.....	9–10	8–9	
	3rd year.....	0·391	.....	1½	0·391	0·391	.....	.....	9–10	8–9	
	4th year.....	0·391	.....	1½	0·391	0·391	.....	.....	9–10	8–9	
	5th year.....	0·4025	.....	1½	0·4025	0·4025	.....	.....	9–10	8–9	
	6th year.....	0·4025	.....	1½	0·4025	0·4025	.....	.....	9–10	8–9	
	7th year and thereafter...	0·414	.....	1½	0·414	0·414	.....	.....	9–10	8–9	

[1]Including bonus.
[2]Including bonus. Working day on Glace Bay Division, 10 hours. On Sydney and North Sydney Divisions, 9 or 10 hours.

Yarmouth Light and Power Co., Ltd., Yarmouth, N.S.											
		$	$	$	$	$	$	$			
1914.....	All years.....	0·15½	.....	.....	.....	.....	.....	.....	11	.....	
1915.....	All years.....	0·15½	.....	.....	.....	.....	.....	.....	11	.....	
1916.....	All years.....	0·15½	.....	.....	.....	.....	.....	.....	11	.....	
1917.....	All years.....	0·16¾	.....	.....	.....	.....	.....	.....	11	.....	
1918.....	All years.....	0·16¾	.....	.....	.....	.....	.....	.....	11	.....	
1919.....	All years.....	0·20	15·20	.....	.....	.....	.....	.....	.....	.....	76
Moncton Tramways, Electricity and Gas Co., Ltd., Moncton, N.B.											
		$	$	$	$	$	$	$			
1914 to 1916 (incl)	1st year.....	0·19	.....	.....	.....	.....	.....	.....	11	.....	
	2nd year.....	0·20	.....	.....	.....	.....	.....	.....	11	.....	
1917 and 1918 to June 14.....	1st year.....	0·22½	.....	.....	.....	.....	.....	.....	11	.....	
	2nd year.....	0·25	.....	.....	.....	.....	.....	.....	11	.....	
June 15 to Sept. 14, 1918.....	All.....	0·27½	.....	.....	.....	.....	.....	.....	10	.....	
Sept. 15, 1918, to May 31, 1919..	All.....	0·32½	.....	.....	.....	.....	.....	.....	10	.....	
June 1, 1919.....	All.....	0·35	$21·00	.....	.....	.....	.....	.....	10	.....	60
New Brunswick Power Co., St. John, N.B.											
		$	$	$	$	$	$	$			
1914.....	1st 6 mos.....	0·20	.....	$0·20	.....	.....	.....	.....	10	.....	
	2nd 6 mos.....	0·22	.....	0·22	.....	.....	.....	.....	10	.....	
	2nd year.....	0·23	.....	0·23	.....	.....	.....	.....	10	.....	
	3rd year.....	0·26	.....	0·25	.....	.....	.....	.....	10	.....	
1915.....	1st 6 mos.....	0·20	$13·80	0·20	$0·24	$0·20	.....	.....	10	9	69
	2nd 6 mos.....	0·22	15·18	0·22	0·26	0·22	.....	.....	10	9	69
	2nd year.....	0·23	15·87	0·23	0·27	0·23	.....	.....	10	9	69
	3rd year.....	0·25	17·26	0·25	0·29	0·26	.....	.....	10	9	69

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
New Brunswick Power Co., St. John, N.B.—*Concluded.*											
		$	$	$	$	$	$	$			
1916	1st 6 mos.	0·22	15·18	0·22	0·26	0·22	.....	.....	10	9	69
	2nd 6 mos.	0·24	15·66	0·24	0·28	0·24	.....	.....	10	9	69
	2nd year	0·25	17·25	0·25	0·29	0·25	.....	.....	10	9	69
	3rd year	0·27	18·63	0·27	0·31	0·27	.....	.....	10	9	69
1917	1st 6 mos.	0·25	17·26	0·25	0·29	0·26	.....	0·29	10	9	69
	2nd 6 mos.	0·27	18·63	0·27	0·31	0·27	.....	0·31	10	9	69
	2nd year	0·28	19·32	0·28	0·32	0·28	.....	0·32	10	9	69
	3rd year	0·30	20·70	0·30	0·34	0·30	.....	0·34	10	9	69
1918	1st 6 mos.	0·30	.....	0·30	0·34	0·30	.....	0·34	10	8	
	2nd 6 mos.	0·324	.....	0·324	0·364	0·324	.....	0·364	10	8	
	After 1 yr.	0·336	.....	0·336	0·376	0·336	.....	0·376	10	8	
	After 2 yr.	0·36	.....	0·36	0·40	0·36	.....	0·40	10	8	
1919	1st 6 mos.	0·39	.....	0·39	0·44	0·39	0·43	0·49	9	8	
	2nd 6 mos.	0·41	.....	0·41	0·46	0·41	0·45	0·51	9	8	
	After 1 yr.	0·43	.....	0·43	0·48	0·43	0·47	0·53	9	8	
	After 2 yr.	0·45	.....	0·45	0·50	0·45	0·49	0·55	9	8	
Hull Electric Co., Hull, Que.											
		$	$	$	$	$	$	$			
1914	1st year	0·20	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
	2nd year	0·21	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
	3rd year	0·22	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
	4th year	0·23	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
1915	1st year	0·20	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
	2nd year	0·21	.....	.....	.....	.....	.....	.....	0–9½	9–9½	
	3rd year	0·22	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
	4th year	0·23	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
1916 and 1917	1st year	0·22	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
	2nd year	0·23	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
	3rd year	0·24	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
	4th year	0·25	.....	.....	.....	.....	.....	.....	9–9½	9–9½	
1918	1st 6 mos.	0·29	.....	1½	.....	.....	.....	.....	9	9	
	2nd 6 mos.	0·31	.....	1½	.....	.....	.....	.....	9	9	
	2nd year	0.34	.....	1½	.....	.....	Extra	.....	9	9	
	Over 2 years	0.36	.....	1½	.....	.....	0·03 per	.....	9	9	
1919	1st 6 mos.	0.34	.....	1½	.....	.....	hour.	.....	9	9	
	2nd 6 mos.	0.36	.....	1½	.....	.....	.....	.....	9	9	
	2nd year	0.39	.....	1½	.....	.....	.....	.....	9	9	
	Over 2 years	0.41	.....	1½	.....	.....	.....	.....	9	9	

NOTE.—Regular runs vary in length. One day off in seven when required. Sweepers same as work trains.

Levis County Railway, Levis, Que.											
		$	$	$	$	$	$	$			
1914	1st year	0.15	.....	.....	.....	.....	.....	.....	8–11	.....	
	2nd year	0·16	.....	.....	.....	.....	.....	.....	8–11	.....	
	3rd year	0.18	.....	.....	.....	.....	.....	.....	8–11	.....	
	4th year	0.18½	.....	.....	.....	.....	.....	.....	8–11	.....	
1915	1st year	0.15	.....	.....	.....	.....	.....	.....	8–11	.....	
	2nd year	0.17	.....	.....	.....	.....	.....	.....	8–11	.....	
	3rd year	0.18	.....	.....	.....	.....	.....	.....	8–11	.....	
	4th year	0.18½	.....	.....	.....	.....	.....	.....	8–11	.....	
1916 and 1917	1st year	0.17	.....	.....	.....	.....	.....	.....	9–11	.....	
	2nd year	0·18½	.....	.....	.....	.....	.....	.....	9–11	.....	
	3rd year	0·19½	.....	.....	.....	.....	.....	.....	9–11	.....	
	4th year	0·19½	.....	.....	.....	.....	.....	.....	9–11	.....	
	5th year	0.19½	.....	.....	.....	.....	.....	.....	9–11	.....	
	6th year	0.20½	.....	.....	.....	.....	.....	.....	9–11	.....	
	7th year	0.20½	.....	.....	.....	.....	.....	.....	9–11	.....	
	8th year	0.21½	.....	.....	.....	.....	.....	.....	9–11	.....	
	9th year	0.21½	.....	.....	.....	.....	.....	.....	9–11	.....	
	10th year	0.22	.....	.....	.....	.....	.....	.....	9–11	.....	
1918	Same as 1917.	.....	.....	.....	.....	.....	.....	.....	9–11	.....	
1919	1st year	0.25	.....	.....	Same rate, but	.....	.....	.....	9–11	.....	
	After 1st yr.	0.27	.....	.....	are given one	.....	.....	.....	9–11	.....	
	After 2nd yr.	0.28	.....	.....	hour extra on	.....	.....	.....	9–11	.....	
	After 3rd yr.	0.29	.....	.....	Sundays and	.....	.....	.....	9–11	.....	
	After 7th yr.	0.31	.....	.....	Holidays.	.....	.....	.....	9–11	.....	
	After 10th yr.	0.32	.....	.....	.....	.....	.....	.....	9–11	.....	
Montreal & Southern Counties Electric Ry. Co., Montreal, Que. (Suburban).											
		$	$	$	$		$	$			
1914 and 1915	1st year	0.21	.....	0.21	.....	.....	.....	.....	10	As	
	2nd year	0.22	.....	0.22	.....	.....	.....	.....	10	re-	
	3rd year	0.24	.....	0.24	.....	.....	.....	.....	10	quired	
1916	1st 6 mos.	0.21	.....	0.21	.....	.....	.....	.....	8	.....	
	2nd 6 mos.	0.22	.....	0.22	.....	.....	.....	.....	9	.....	

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Montreal & Southern Counties Electric Ry. Co., Montreal, Que. (Suburban)—*Concluded.*											
		$	$	$	$	$	$	$			
1916	2nd year	0.23		0.23					10		
	3rd year	0.24		0.24					10		
	4th year	0.24		0.24					10		
	5th year	0.24		0.24					11		
	6th year	0.25		0.25					11		
1917	1st year	0.23		0.23					9		
	2nd year	0.24		0.24					10		
	3rd year	0.25		0.25					10		
	4th year	0.25		0.25					10		
	5th year	0.26		0.26					11		
	6th year	0.27		0.27					11		
	7th year	0.27		0.27					12		
1918	1st year	0.28		0.28					10		
	2nd year	0.29		0.29					10		
	3rd year	0.30		0.30					10		
	4th year	0.30		0.30					10		
	5th year	0.31		0.31					10		
	6th year	0.31		0.31					10		
	7th year	0.32		0.32					10		
	8th year	0.35		0.35					10		
	9th year	0.35		0.35					10		
	10th year	0.37		0.37					10		
1919	1st year	0.37	22·20	0.47			0.42		10		60
	2nd year	0.39	23.40	0.49			0.44		10		60
	3rd year	0.42	25·20	0.52			0.47		10		60
	4th year	0.44	26.40	0.54			0.49		10		60
	5th year	0.46	27.60	0.56			0.51		10		60
Montreal & Southern Counties Electric Ry. Co., Montreal, Que. (Interurban),											
		$	$	$	$	$	$	$			
1914 and 1915	1st year	0.21		0.21					10		
	2nd year	0.22		0.22					10		
	3rd year	0.24		0.24					10		
1916	1st 6 mos	0.21		0.21					8		
	2nd 6 mos	0.22		0.22					9		
	2nd year	0.24		0.24					10		
	3rd year	0.25		0.25					10		
	4th year	0.25		0.25					10		
	5th year	0.26		0.26					11		
	6th year	0.27		0.27					11		
1917	1st year	0.24		0.24					9		
	2nd year	0.25		0.25					10		
	3rd year	0.25		0.25					10		
	4th year	0.26		0.26					10		
	5th year	0.27		0.27					11		
	6th year	0.28		0.28					11		
	7th year	0.28		0.28					12		
1918	1st year	0.30		0.30					10		
	2nd year	0.31		0.31					10		
	3rd year	0.31		0.31					10		
	4th year	0.32		0.32					10		
	5th year	0.32		0.32					10		
	6th year	0.33		0.33					10		
	7th year	0.33		0.33					10		
	8th year	0.35		0.35					10		
	9th year	0.35		0.35					10		
	10th year	0.37		0.37					10		
1919	1st year	0.38	22.80	0.48			0.43		10		60
	2nd year	0.40	24.00	0.50			0.45		10		60
	3rd year	0.44	26.40	0.54			0.49		10		60
	4th year	0.46	27.60	0.56			0.51		10		60
	5th year	0.48	28.80	0.58			0.53		10		60
Montreal Tramways Co., Montreal, Que.											
		$	$	$	$	$	$	$			
Jan. 1, 1914 to June 30, 1916	1st year	0.22	13.20						10	10	60
	3rd year	0.23	13.80						10	10	60
	6th year	0.25	15.00						10	10	60
From July 1, 1916 to June 30, 1917	1st year	0.23	13.80						10	10	60
	3rd year	0.24	14.40						10	10	60
	6th year	0.27	16.20						10	10	60
From July 1, 1917 to May 31, 1918	1st year	0.25	15.00						10	10	60
	3rd year	0.26	15.60						10	10	60
	6th year	0.29	17.40						10	10	60

Year.	Class.	Rate of Wages.							Houre.		
		Per hour.	Per week.	For over-time.	For Sunday	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Montreal Tramways Co., Montreal, Que.—*Concluded.*											
		$	$	$	$	$	$	$			
From June 1, 1918 to June 30, 1919	1st year.....	0.31	18.60	.....	.....	.....	0.33½	0.33½	10	10	60
	3rd year.....	0.33	19.80	.....	.....	.....	0.35½	0.35½	10	10	60
	5th year.....	0.35	21.00	.....	.....	.....	0.37½	0.37½	10	10	60
	6th year.....	0.37	22.20	.....	.....	.....	0.39½	0.39½	10	10	60
From July 1, 1919	1st year.....	0.37	22.20	.....	.....	.....	0.40	0.40	10	10	60
	2nd year.....	0.40	24.00	.....	.....	.....	0.43	0.43	10	10	60
	3rd year.....	0.44	26.40	.....	.....	.....	0.47	0.47	10	10	60
	Thereafter....	0.48	28.80	.....	.....	.....	0.51	0.51	10	10	60
NOTE: 5 hrs. worked on short day.											
Quebec Railway, Light, Heat & Power Co., Quebec.—(City Division).											
		$	$	$	$	$	$	$			
1914 to 1916 (incl.	1st year.....	0.18½	.....	plus 0.02	.....	.....	.....	.....	10	.....	
	2nd year.....	0.19½	.....	" 0.02	.....	.....	.....	.....	10	.....	
	3rd year.....	0.21½	.....	" 0.02	.....	.....	.....	.....	10	.....	
	7th year.....	0.22½	.....	" 0.02	.....	.....	.....	.....	10	.....	
	12th year.....	0.23½	.....	" 0.02	.....	.....	.....	.....	10	.....	
1917 to Aug. 1918 (incl.).....	1st year.....	0.21	.....	" 0.02	.....	.....	.....	.....	8-10	.....	
	2nd year.....	0.22	.....	" 0.02	.....	.....	.....	.....	9-10	.....	
	3rd year.....	0.24	.....	" 0.02	.....	.....	.....	.....	10	.....	
	4th year.....	0.24	.....	" 0.02	.....	.....	.....	.....	10	.....	
	7th year.....	0.26	.....	" 0.02	.....	.....	.....	.....	10	.....	
Sept. 1918 to July 1919 (incl.).....	1st year.....	0.24	.....	" 0.02	.....	.....	.....	.....	10	.....	
	2nd year.....	0.26	.....	" 0.02	.....	.....	.....	.....	10	.....	
	3rd year.....	0.28	.....	" 0.02	.....	.....	.....	.....	10	.....	
	4th year.....	0.31	.....	" 0.02	.....	.....	.....	.....	10	.....	
Aug. 1919 to Oct. 1919 (incl.).....	1st year.....	0.26	.....	" 0.02	.....	.....	.....	.....	10	.....	
	2 nd year.....	0.28	.....	" 0.02	.....	.....	.....	.....	10	.....	
	3rd year.....	0.30	.....	" 0.02	.....	.....	.....	.....	10	.....	
	4th year.....	0.33	.....	" 0.02	.....	.....	.....	.....	10	.....	
Nov. 1919.....	1st year.....	0.29	.....	" 0.02	.....	.....	.....	.....	10	.....	
	2nd year.....	0.31	.....	" 0.02	.....	.....	.....	.....	10	.....	
	3rd year.....	0.33	.....	" 0.02	.....	.....	.....	.....	10	.....	
	4th year.....	0.36	.....	" 0.02	.....	.....	.....	.....	10	.....	
Dec. 1, 1919.....	1st year.....	0.31	.....	" 0.02	.....	.....	.....	.....	10	.....	
	2nd year.....	0.33	.....	" 0.02	.....	.....	.....	.....	10	.....	
	3rd year.....	0.35	.....	" 0.02	.....	.....	.....	.....	10	.....	
	4th year.....	0.38	.....	" 0.02	.....	.....	.....	.....	10	.....	
Quebec Railway, Light Heat & Power Co., Quebec, Que.—(Montmorency Div.).											
		$	$	$	$	$	$	$			
1914, 1915 and 1916.....	1st year.....	0.27½	.....	.....	.....	.....	.....	.....	10	.....	
	2nd year.....	0.27½	.....	.....	.....	.....	.....	.....	10	.....	
	3rd year.....	0.30	.....	.....	.....	.....	.....	.....	10	.....	
Aug. 1917.....	All.....	0.33	.....	.....	.....	.....	.....	.....	10	.....	
Aug. 1918.....	All.....	0.40½	.....	.....	.....	.....	.....	.....	10	.....	
Dec. 1918.....	All.....	0.42	.....	.....	.....	.....	.....	.....	10	.....	
Sherbrooke Railway & Power Co., Sherbrooke, Que.											
		$	$	$	$	$	$	$			
1914 and 1915....	1st year.....	0.19	.....	.....	.....	.....	.....	.....	10	.....	
	2nd year.....	0.20	.....	.....	.....	.....	.....	.....	10	.....	
	3rd year.....	0.20	.....	.....	.....	.....	.....	.....	10	.....	
	4th year.....	0.21	.....	.....	.....	.....	.....	.....	10	.....	
1916.....	1st year.....	0.21	.....	.....	.....	.....	.....	.....	11-12½	8½-11½	
	2nd year.....	0.22	.....	.....	.....	.....	.....	.....	11-12½	8½-11½	
	3rd year.....	0 22	.....	.....	.....	.....	.....	.....	11-12½	8½-11½	
	4th year.....	0 23	.....	.....	.....	.....	.....	.....	11-12½	8½-11½	
1917.....	1st year.....	0.19	.....	.....	.....	.....	.....	.....	11-12½	.....	
	2nd year.....	0.21	.....	.....	.....	.....	.....	.....	11-12½	.....	
1918.....	1st year.....	0.23	.....	.....	.....	.....	.....	.....	10	.....	
	2nd year.....	0.25	.....	.....	.....	.....	.....	.....	10	.....	
1919.....	[1]1st year.....	0.28	.....	.....	.....	.....	.....	.....	10	.....	
	[1]2nd year.....	0.30	.....	.....	.....	.....	.....	.....	10	.....	
[1]Paid for 11 hours per day.											

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Brantford Municipal Railway, Brantford, Ont.											
		$	$	$	$	$	$	$			
1914	1st year	0.14							11½		
	2nd year	0.17							11½		
	3rd year	0.18							11½		
1915	1st year	0.16							11½		
	2nd year	0.17							11½		
	3rd year	0.18							11½		
1916	1st year	0.19½							11½		
	2nd year	0.21½							11½		
	3rd year	0.22½							11½		
1917	1st year	0.23							11½		
	2nd year	0.25							11½		
	3rd year	0.26							11½		
1918	1st month	0.25			double				11½		
	Next 11 mos.	0.29			"				11½		
	2nd year	0.31			"				11½		
	3rd year	0.32			"				11½		
1919	1st year	0.37	19.98	1½	0.37				9	9	54
	2nd year	0.39	21.06	1½	0.39				9	9	54
	Thereafter	0.41	22.14	1½	0.41				9	9	54
Chatham, Wallaceburg & Lake Erie Railway Co., Chatham, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915	1st year	0.18							11		
	2nd year	0.19							11		
	3rd year	0.20							11		
	4th year	0.22							11		
1916	1st year	0.20							10		
	2nd year	0.22							10		
	3rd year	0.24							10		
	4th year	0.26							10		
1917	1st year	0.26							10		
	2nd year	0.28							10		
	3rd year	0.30							10		
1918	1st year	0.32							10		
	2nd year	0.34							10		
	3rd year	0.36							10		
1919	1st year	0.36							10		
	2nd year	0.38							10		
	3rd year	0.40							10		
Nipissing Central Railway Co., Cobalt, Ont.											
		$	$	$	$	$	$	$			
1914, 1915 and 1916	1st 6 mos.	0.25							10		
	2nd 6 mos.	0.26							10		
	2nd year	0.28							10		
	3rd year	0.30							10		
	4th year	0.32							10		
1917	1st 6 mos.	0.27							10		
	2nd 6 mos.	0.28							10		
	2nd year	0.30							10		
	3rd year	0.324							10		
	4th year	0.352							10		
July 1, 1918, and 1919	1st 6 mos.	0.30	18.00						10		60
	2nd 6 mos.	0.32	19.20						10		60
	3rd 6 mos.	0.34	20.40						10		60
	4th 6 mos.	0.36	21·60						10		60
	3rd year	0.38	22·80						10		60
	Thereafter	0.40	24.00						10		60
Cornwall Street Railway Co., Cornwall, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915	1st year	0.13½	8.91	0.13½					11		66
	2nd year	0.14	9.24	0.14					11		66
	3rd year	0.14½	9.57	0.14½					11		66
	4th year	0.15	9.90	0.15					11		66
	5th year	0.15½	10.23	0.15½					11		66
1916	All	0.17½	11.56	0.17½					11		66
1917	All	0.19½	12.70	0.19½					11		66
1918	1st 6 mos.	0.21½	14.19	0.21½					11		66
	Thereafter	0.23	15.18	0.23					11		66
1919	1st 6 mos.	0.24½	14.70	0.24½					10		60
	Thereafter	0.25½	15.30	0.25½					10		60

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday.	Work trains.	With students.	Per full day.	Sun-day.	Per week.
The Oshawa Railway Co., Gananoque, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915....	All.....	47.50 per month	.....	0.17½	.....	.....	.....	.....	10	.....	60
1916.....	All.....	0.19½	11.70	0.19½	.....	.....	.....	.....	10	.....	60
1917.....	All.....	0.22	13.20	0.22	.....	.....	.....	.....	10	.....	60
1918.....	All.....	0.28¼	16.95	0.28¼	.....	.....	.....	.....	10	.....	60
1919—											
Passenger.....	All.....	0.31	18.60	0.31	0.31	0.31	.....	.....	10	.....	70
Freight crews.	Motormen....	0.33	25.74	0.33	0.33	0.33	.....	.....	11½	.....	78
	Conductors...	0.33	25.74	0.33	0.33	0.33	.....	.....	11½	.....	78
	Brakemen Senior.....	0.31	24.18	0.31	0.31	0.31	.....	.....	11½	.....	78
	Brakemen Junior.....	0.30	23.40	0.30	0.30	0.30	.....	.....	11½	.....	78
Grand River Railway Company, Galt, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915....	1st 6 mos.....	0.18	.....	0.18	No service	0.18	0.19*	.....	10½	.....	
	2nd 6 mos.....	0.19	.....	0.19	" ..	0.19	0.23	.....	10½	.....	
	3rd 6 mos.....	0.20	.....	0.20	" ..	0.20	0.26	.....	10½	.....	
	4th 6 mos.....	0.21	.....	0.21	" ..	0.21	0.26	.....	10½	.....	
	Thereafter....	0.22	.....	0.22	" ..	0.22	0.26	.....	10½	.....	
April to Sept., 1916 (incl.).....	1st year.....	0.20	.....	0.20	" ..	0.20	0.21	.....	10½	.....	
	2nd year.....	0.21	.....	0.21	" ..	0.21	0.25	.....	10½	.....	
	3rd year.....	0.22	.....	0.22	" ..	0.22	0.28	.....	10½	.....	
	4th year.....	0.23½	.....	0.23½	" ..	0.23½	0.28	.....	10½	.....	
	Thereafter....	0.25	.....	0.25	" ..	0.25	0.28	.....	10½	.....	
Oct., 1916 to June 1917 (incl.).....	1st year.....	0.22	.....	0.22	" ..	0.22	0.21	.....	10½	.....	
	2nd year.....	0.23	.....	0.23	" ..	0.23	0.25	.....	10½	.....	
	3rd year.....	0.24	.....	0.24	" ..	0.24	0.28	.....	10½	.....	
	4th year.....	0.25	.....	0.25	" ..	0.25	0.28	.....	10½	.....	
	Thereafter....	0.27	.....	0.27	" ..	0.27	0.28	.....	10½	.....	
July 1917 to July 1918 (incl.).....	1st year.....	0.25	.....	0.25	" ..	0.25	0.25	.....	10½	.....	
	2nd year.....	0.26	.....	0.26	" ..	0.26	0.29	.....	10½	.....	
	3rd year.....	0.27	.....	0.27	" ..	0.27	0.32	.....	10½	.....	
	4th year.....	0.28	.....	0.28	" ..	0.28	0.32	.....	10½	.....	
	Thereafter....	0.29	.....	0.29	" ..	0.29	0 32	.....	10½	.....	
Aug. 1 to Dec., 1918 (incl.).....	1st year.....	0.28¼	.....	0.28¼	" ..	0.28¼	0.28¾	.....	10½	.....	
	2nd year.....	0.29¾	.....	0.29¾	" ..	0.29¾	0.33	.....	10½	.....	
	3rd year.....	0.30¾	.....	0.30¾	" ..	0.30¾	0.36¾	.....	10½	.....	
	4th year.....	0.31¾	.....	0·31¾	" ..	0.31¾	0.36¾	.....	10½	.....	
	Thereafter....	0.32	.....	0.32	" ..	0.32	0.36¾	.....	10½	.....	
1919.....	1st year.....	0.36	.....	plus ·10	0.36	0.36	0.42	.....	10–10½	10–10½	
	2nd year.....	0.37	.....	after	0.37	0.37	0.42	.....	10–10½	10–10½	
	3rd year.....	0.38	.....	11th	0.38	0.38	0.42	.....	10–10½	10–10½	
	Thereafter....	0.39	.....	hour	0.39	0.39	0.42	.....	10–10½	10–10½	

*These rates apply also to Freight.

Lake Erie & Northern Railway, Galt, Ont.*										
		$	$	$	$	$	$	$		
1916.....	1st year.....	0.20	.....	0.20	0.20	0.20	0.21	.....	10½	8
	2nd year.....	0.21	.....	0.21	0.21	0.21	0.25	.....	10½	8
	3rd year.....	0.22	.....	0.22	0.22	0.22	0.28	.....	10½	8
	4th year.....	0.23½	.....	0.23½	0.23½	0.23½	0.28	.....	10½	8
	Thereafter....	0.25	.....	0.25	0.25	0.25	0.28	.....	10½	8
1917.....	1st year.....	0.25	.....	0.25	0.25	0.25	0.25	.....	10½	8
	2nd year.....	0.26	.....	0.26	0.26	0.26	0.29	.....	10½	8
	3rd year.....	0.27	.....	0.27	0.27	0.27	0.32	.....	10½	8
	4th year.....	0.28	.....	0.28	0.28	0.28	0.32	.....	10½	8
	Thereafter....	0.29	.....	0.29	0.29	0.29	0.32	.....	10½	8
1918.....	1st year.....	0.28¼	.....	0.28¼	0.28¼	0.28¼	0.28¾	.....	10½	8
	2nd year.....	0.29¾	.....	0.29¾	0.29¾	0.29¾	0.33	.....	10½	8
	3rd year.....	0.30¾	.....	0.30¾	0.30¾	0.30¾	0.36¾	.....	10½	8
	4th year.....	0.31¾	.....	0.31¾	0.31¾	0.31¾	0.36¾	.....	10½	8
	Thereafter....	0.32	.....	0.32	0.32	0.32	0.36¾	.....	10½	8
1919.....	1st year.....	0.36	.....	plus ·10	0.36	0.36	0.42	.....	10–10½	10–10½
	2nd year.....	0.37	.....	per hr.	0.37	0.37	0.42	.....	10–10½	10–10½
	3rd year.....	0.38	.....	after	0.38	0.38	0·42	.....	10–10½	10–10½
	Thereafter....	0.39	.....	eleventh hour	0.39	0.39	0.42	.....	10–10½	10–10½

*Operation commenced February, 1916. Work train rates apply also to freight.

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday.	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Guelph Radial Railway Co., Guelph, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915....	Start.....	$0.17½	.....	.....	.....	.....	.....	.....	11	.....	
	1st year.....	0.19	.....	.....	.....	.....	.....	.....	11	.....	
	2nd year.....	0.20	.....	.....	.....	.....	.....	.....	11	.....	
	3rd year.....	0.21	.....	.....	.....	.....	.....	.....	11	.....	
1916.....	1st year.....	0.21	.....	.....	.....	.....	.....	.....	11	.....	
	2nd year.....	0.22	.....	.....	.....	.....	.....	.....	11	.....	
	3rd year.....	0.23	.....	.....	.....	.....	.....	.....	11	.....	
1917.....	1st year.....	0.23	.....	.....	.....	.....	.....	.....	11	.....	
	2nd year.....	0.24	.....	.....	.....	.....	.....	.....	11	.....	
	3rd year.....	0.25	.....	.....	.....	.....	.....	.....	11	.....	
1918.....	Flat rate.....	0.32	.....	.....	One car.	.....	.....	.....	11	.....	
1919.....	1st year.....	0.38	19·38	0.57	" ..	0.38	.....	.....	8½	8½	51
	2nd year.....	0.39	19.89	0.57½	" ..	0.39	.....	.....	8½	8½	51
	3rd year.....	0.41	20.91	0.61½	" ..	0.41	.....	.....	8½	8½	51
Hamilton Street Railway, Hamilton, Ont.											
		$	$		$	$	$	$			
1914 and 1915....	1st year.....	0.20	.....	plus 0.02 per hour	0.22	.....	.....	plue 0.25 per day	10	.....	
	2nd year.....	0.22	.....	"	0.24	.....	.....	"	10	.....	
	3rd year.....	0.25	.....	"	0.27	.....	.....	"	10	.....	
1916.....	1st year.....	0.22	.....	"	0.24	.....	.....	"	10	.....	
	2nd year.....	0.24	.....	"	0.26	.....	.....	"	10	.....	
	3rd year.....	0.28	.....	"	0.30	.....	.....	"	10	.....	
1917.....	1st year.....	0.24	.....	"	0.26	.....	.....	"	10	.....	
	2nd year.....	0.26	.....	"	0.28	.....	.....	"	10	.....	
	3rd year.....	0.30	.....	"	0.32	.....	.....	"	10	.....	
1918 and 1919 to Sept. 30.....	1st year.....	0.30	18·00	1½	0.34	.....	0.35	"	10	.....	60
	2nd year.....	0.34	20.40	1½	0.38	.....	0.39	"	10	.....	60
	3rd year.....	0.37	22·20	1½	0.41	.....	0.42	"	10	.....	60
Oct. 1, 1919.....	1st year.....	0.34	20.40	1½	0.38	.....	0.39	"	10	.....	60
	2nd year.....	0.38	22.80	1½	0.42	.....	0.43	"	10	.....	60
	3rd year.....	0.41	24·60	1½	0.45	.....	0.46	"	10	.....	60
Hamilton Radial Electric—Hamilton and Dundas Street Railway Co.—Hamilton, Grimsby and Beamsville Electric Railway Co.—Brantford and Hamilton Electric Railway Co., Hamilton, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915....	1st 6 mos.....	0.18	.....	.....	0.20	.....	.....	.....	10	.....	.....
	2nd 6 mos.....	0.20	.....	.....	0.22	.....	.....	.....	10	.....	
	2nd year.....	0.21	.....	.....	0.23	.....	.....	.....	10	.....	
	3rd year.....	0.22	.....	.....	0.24	.....	.....	.....	10	.....	
	4th year.....	0.22	.....	.....	0.24	.....	.....	.....	10	.....	
	5th year.....	0.22	.....	.....	0.24	.....	.....	.....	10	.....	
	6th year.....	0.25	.....	.....	0.27	.....	.....	.....	10	.....	
1916 and 1917....	1st 6 mos.....	0.20	.....	.....	0.22	.....	.....	.....	10	.....	
	2nd 6 mos.....	0.22	.....	.....	0.24	.....	.....	.....	10	.....	
	2nd year.....	0.23	.....	.....	0.25	.....	.....	.....	10	.....	
	3rd year.....	0.24	.....	.....	0.26	.....	.....	.....	10	.....	
	After 5th year	0.28	.....	.....	0.30	.....	.....	.....	10	.....	
1918.....	1st 6 mos.....	0.25	.....	.....	0.27	.....	.....	.....	10	.....	
	2nd 6 mos.....	0.30	.....	.....	0.32	.....	.....	.....	10	.....	
	2ndyear.	0.32	.....	.....	0.34	.....	.....	.....	10	.....	
	After 2nd year	0.34	.....	.....	0.36	.....	.....	.....	10	.....	
	After 5th year	0.37	.....	.....	0.39	.....	.....	.....	10	.....	
1919.....	1st 6 mos.....	0.30	19.50	1½	0.32	.....	.....	plus 25c.	10	10 hrs.	65
	2nd 6 mos....	0.35	22.75	1½	0.37	.....	.....	per day	10	alter-	65
	2nd year.....	0.39	25.35	1½	0.41	.....	.....	.....	10	nate	65
	3rd year.....	0.45	29.25	1½	0.47	.....	.....	.....	10	Sun-days	65
Kingston, Portsmouth and Cataraqui Railway Co., Kingston, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915....	1st year.....	0.15 –16	.....	.....	1½	.....	.....	.....	10	.....	60
	2nd year.....	0.16½–17	.....	.....	1½	.....	.....	.....	10	.....	60
	3rd year.....	0.17½–18	.....	.....	1½	.....	.....	.....	10	.....	60
	4th year.....	0.18½–19	.....	.....	1½	.....	.....	.....	10	.....	60
	5th year.....	0.19½–20	.....	.....	1½	.....	.....	.....	10	.....	60
1916.....	1st year.....	0.17½–19	.....	.....	1½	.....	.....	.....	10	.....	60
	2nd year.....	0.19½	.....	.....	1½	.....	.....	.....	10	.....	60
	3rd year.....	0.20	.....	.....	1½	.....	.....	.....	10	.....	60
	Thereafter....	Increase 0.05 per day, per year.	.....	.....	1½	.....	.....	.....	10	.....	60
1917.....	1st year.....	0.22 –23	.....	.....	1½	.....	.....	.....	10	.....	60
	2nd year.....	0.23½	.....	.....	1½	.....	.....	.....	10	.....	60
	3rd year.....	0.24	.....	.....	1½	.....	.....	.....	10	.....	60
	4th year.....	0.25	.....	.....	1½	.....	.....	.....	10	.....	60
1918.....	All.....	0.275	16.50	.....	1½	.....	.....	.....	10	.....	60
1919.....	1st 6 mos.....	0.30	18.00	.....	1½	.....	.....	.....	10	.....	60
	2nd 6 mos.....	0.305	18.30	.....	1½	.....	.....	.....	10	.....	60
	2nd year.....	0.31	18.60	.....	1½	.....	.....	.....	10	.....	60
	Each year following, plus 0.05 per day.										

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday	Work traine.	With etudents.	Per full day.	Sun-day.	Per week.
Windsor, Essex & Lake Shore Rapid Railway Co., Kingsville, Ont.											
		$	$								
1914	1st year	0.18-.19	19.45						10½	.....	73½
	2nd year	0.19-.20	20.48						10½	.....	73½
	3rd year	0.20-.21	21.52						10½	.....	73½
	4th year	0.21-.22	22.58						10½	.....	73½
1915	1st year	0.19	19.95						10½	.....	73½
	2nd year	0.20	21.00						10½	.....	73½
	3rd year	0.21	22.00						10½	.....	73½
	4th year	0.22	23.10						10½	.....	73½
1916	1st year	0.19-.21	21.00						10½	.....	73½
	2nd year	0.20-.22	22.05						10½	.....	73½
	3rd year	0.21-.23	23.10						10½	.....	73½
	4th year	0.23-.24	24.20						10½	.....	73½
1917	1st year	0.21-.24	23.62	.....	Same Rate: included in total	.....			10½	.....	73½
	2nd year	0.22-.25	24.67						10½	.....	73½
	3rd year	0.23-.26	25.72						10½	.....	73½
	4th year	0.24-.27	26.77						10½	.....	73½
1918	1st year	0.27-.29	29.40						10½	.....	73½
	2nd year	0.28-.30	30.41						10½	.....	73½
	3rd year	0.29-.31	31.50						10½	.....	73½
	4th year	0.30-.32	32.20						10½	.....	73½
1919	1st year	0.29-.33	32.60						10½	.....	73½
	2nd year	0.30-.34	33.60						10½	.....	73½
	3rd year	0.31-.35	34.60						10½	.....	73½
	4th year	0.32-.34	35.70						10½	.....	73½

NOTE:—Rate of Wages usually changed in July.
Rate per hour on freight care 0.05 extra all years.
Figures for Rate per week, and Hours per day and per week are average.

Waterloo Wellington Railway Co., Kitchener, Ont.

		$	$	$	$	$	$	$			
1914	1st year	0.21½	.....	0.23½	0.23½	.....	.....	.....	9¾	.....	
	2nd year	0.23½	.....	0.25½	0.25½	.....	.....	.....	9¾	.....	
1915	1st year	0.18½	.....	0.20½	0.20½	.....	.....	.....	10	.....	
	2nd year	0.20	.....	0.22	0.22	.....	.....	.....	10	.....	
	3rd year	0.21	.....	0.23	0.23	.....	.....	.....	10	.....	
	4th year	0.22½	.....	0.24½	0.24½	.....	.....	.....	10	.....	
1916	1st year	0.19½	.....	0.21½	0.21½	.....	.....	.....	10	.....	
	2nd year	0.21	.....	0.23	0.23	.....	.....	.....	10	.....	
	3rd year	0.22	.....	0.24	0.24	.....	.....	.....	10	.....	
	4th year	0.23½	.....	0.25½	0.25½	.....	.....	.....	10	.....	
1917	All	55.00 to 60.00 per month.	.....	0.21-0.23 per hour.	1.50 per day.	.....	.....	.....	10	8½	60
1918	All	60.00 to 65.00 per month.	.....	0.23-0.25 per hour.	2.00 per day.	.....	.....	.....	10	8½	60
1919	All	65.00 to 70.00 per month.	.....	0.30 per hour.	2.00 per day.	.....	.....	.....	10	8½	60

Kitchener Street Railway, Kitchener, Ont.

		$	$	$	$	$	$	$			
[1]1914	1st 6 mos.	0.20	.....	0.20	0.22	0.20	.....	.....	10⅔	8	
[1]1915	1st 6 mos.	0.205	.....	0.205	0.225	0.205	.....	.....	10⅔	8	
[1]1916	1st 6 mos.	0.215	.....	0.215	0.235	0.215	.....	.....	10⅔	8	
[1]1917	1st 6 mos.	0.255	.....	0.255	0.255	0.255	.....	.....	10⅔	8	
[1]1918	1st 6 mos.	0.28	.....	0.28	0.28	0.28	.....	.....	10⅔	8	
1919	1st 6 mos.	0.30	.....	0.30	0.30	0.30	.....	.....	10	6⅔	63⅓
	2nd 6 mos.	0.325	.....	0.325	0.325	0.325	.....	.....	10	6⅔	63⅓
	3rd 6 mos.	0.34	.....	0.34	0.34	0.34	.....	.....	10	6⅔	63⅓
	4th 6 mos.	0.36	.....	0.36	0.36	0.36	.....	.....	10	6⅔	63⅓
	Thereafter	0.38	.....	0.38	0.38	0.38	.....	.....	10	6⅔	63⅓

[1] ½ cent per hour raiee every six months in 1914–15–16–17 and 18.
NOTE: Work every third Sunday.

London Street Railway Co., London, Ont.

		$	$	$	$	$	$	$			
1914 and 1915	1st year	0.20	.....	0.20	.....	.....	.....	.....	9	.....	54
	2nd year	0.21	.....	0.21	.....	.....	.....	.....	9	.....	54
	3rd year	0.22	.....	0.22	.....	.....	.....	.....	9	.....	54
	4th year	0.23	.....	0.23	.....	.....	.....	.....	9	.....	54

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For overtime.	For Sunday	For holiday	Work trains.	With students.	Per full day.	Sunday.	Per week.
London Street Railway Co., London, Ont.—*Concluded.*											
		$	$	$	$	$	$	$			
1916	1st year	0.21		0.21					9		54
	2nd year	0.23		0.23					9		54
	3rd year	0.24		0.24					9		54
	4th year	0.25		0.25					9		54
1917	1st year	0.23		0.23					9		54
	2nd year	0.25		0.25					9		54
	3rd year	0.26		0.26					9		54
	4th year	0.27		0.27					9		54
	5th year	0.28		0.28					9		54
1918	1st year	0.30		0.40	0.40				9		54
	2nd year	0.33		0.43	0.43				9		54
	3rd year	0.35		0.45	0.45				9		54
1919 to July 10	1st year	0.33	17.82	0.45	0.45		0.36	0.36	9		54
	2nd year	0.36	19.44	0.48	0.48		0.39	0.39	9		54
	3rd year	0.38	20.32	0.50	0.50		0.41	0.41	9		54
July 11, 1919	1st year	0.39	21.06	0.51	0.51				9		54
	2nd year	0.42	22.68	0.54	0.54				9		54
	3rd year	0.44	23.76	0.56	0.56				9		54
International Railway Co., Niagara Falls, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915	1st year	0.23			0.23	0.23			9–11		
	2nd year	0.24			0.24	0.24			9–11		
	3rd year	0.25			0.25	0.25			9–11		
	4th year	0.27		plus 0.10	0.27	0.27		plus 0.25	9–11		
	5th year	0.28		per hr.	0.28	0.28		per	9–11		
	6th year	0.29			0.29	0.29		student	9–11		
	7th year	0.29			0.29	0.29			9–11		
	8th year	0.29			0.29	0.29			9–11		
	10th year	0.30			0.30	0.30			9–11		
1916, 1917, to May 1918 (incl.)	1st year	0.26		plus 0.10	0.26	0.26		plus 0.25	9–11		
	2nd year	0.27		per hr.	0.27	0.27		per	9–11		
	3rd year	0.28			0.28	0.28		student	9–11		
	4th year	0.30			0.30	0.30			9–11		
	5th year	0.32			0.32	0.32			9.11		
	6th year	0.33			0.33	0.33			9–11		
June 1, 1918, and 1919	1st 3 mos.	0.43		1½	Not less		Snow-	plus 0.50	9–10½		
	Next 9 mos.	0.46		1½	than 85		plows 1½	per day	9–10½		
	Thereafter	0.48		1½	p.c. of		Work		9–10½		
					Sunday		trains				
					runs,		1½ after				
					straight		10 hrs.				
					time.		work.				
	5 hours pay allowed extra men if any work is done.										
Ottawa Electric Railway Co., Ottawa, Canada.											
		$	$	$	$	$	$	$			
1914 and 1915	1st year	0.23	12.42	1½	0.25	0.23			10		60
	2nd year	0.24	12.96	1½	0.26	0.24			10		60
	3rd year	0.27	14.58	1½	0.29	0.27			10		60
1916 and 1917	1st year	0.26	14.04	1½	0.30	0.30			9		54
	2nd year	0.27	14.58	1½	0.31	0.31			9		54
	3rd year	0.30	16.20	1½	0.34	0.34			9		54
1918	1st year	0.35	18.90	1½	0.40	0.40			9		54
	2nd year	0.36	19.44	1½	0.41	0.41			9		54
	Thereafter	0.39	21.06	1½	0.44	0.44			9		54
1919	1st year	0.39	21.06	1½	0.49	0.49			9		54
	2nd year	0.41	22.14	1½	0.51	0.51			9		54
	3rd year	0.43	23.22	1½	0.53	0.53			9		54
	Thereafter	0.45	24.30	1½	0.55	0.55			9		54
Peterboro Radial Railway Co., Peterboro, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915	1st 6 mos.	0.17½		0.22½	1½				8–10		
	2nd 6 mos.	0.18		0.23	1½				8–10		
	2nd year	0.18½		0.23½	1½				8–10		
	3rd year	0.19		0.24	1½				8–10		
	4th year	0.20		0.25	1½				8–10		
1916	1st month	0.16			1½				8–10		
	Next 11 mos.	0.19			1½				8–10		
	2nd year	0.21			1½				8–10		
	3rd year	0.22			1½				8–10		
	4th year	0.23			1½				8–10		
1917 and 1918	1st 6 mos.	0.20			1½				8–10		
	2nd 6 mos.	0.22			1½				8–10		
	2nd year	0.24			1½				8–10		
	3rd year	0.26			1½				8–10		
	4th year	0.28			1½				8–10		
1919	1st year	0.37			1½				8–10		
	2nd year	0.39			1½				8–10		
	Thereafter	0.40			1½				8–10		

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Port Arthur Civic Railway, Port Arthur, Ont.											
		$	$	$	$	$	$	$			
1914	1st year	0.24	...	...	...	...	...	...	10	...	60
	2nd year	0.26	...	...	...	...	...	...	10	...	60
	3rd year	0.28	...	...	...	...	...	...	10	...	60
	4th year	0.30	...	...	...	...	...	...	10	...	60
	5th year	0.32	...	...	...	...	...	...	10	...	60
*1915	1st year	0.24	...	0.24	1¼	0.24	0.24	0.24	10	...	60
	2nd year	0.26	...	0.26	1¼	0.26	0.26	0.26	10	...	60
	3rd year	0.28	...	0.28	1¼	0.28	0.28	0.28	10	...	60
	4th year	0.30	...	0.30	1¼	0.30	0.30	0.30	10	...	60
	5th year	0.32	...	0.32	1¼	0.32	0.32	0.32	10	...	60
1916	1st 6 mos.	0.26	...	0.26	0.26	1¼	0.26	0.26	10	...	60
	2nd 6 mos.	0.28	...	0.28	0.28	1¼	0.28	0.28	10	...	60
	2nd year	0.30	...	0.30	0.30	1¼	0.30	0.30	10	...	60
	3rd year	0.33	...	0.33	0.33	1¼	0.33	0.33	10	...	60
1917	1st 6 mos.	0.30	18.00	0.30	0.30	1¼	0.30	0.30	10	...	60
	Next 18 mos.	0.33	19.80	0.33	0.33	1¼	0.33	0.33	10	...	60
	3rd year	0.36	21.60	0.36	0.36	1¼	0.36	0.36	10	...	60
1918	1st 6 mos.	0.35	21.00	0.35	0.35	1¼	0.35	0.35	10	...	60
	Next 18 mos.	0.37½	22.50	0.37½	0.37½	1¼	0.37½	0.37½	10	...	60
	3rd year	0.40	24.00	0.40	0.40	1¼	0.40	0.40	10	...	60
1919	1st 6 mos.	0.45	27.00	0.45	0.45	1½	0.45	0.45	10	...	60
	Next 18 mos.	0.47½	28.50	0.47½	0.47½	1½	0.47½	0.47½	10	...	60
	Thereafter	0.50	30.00	0.50	0.50	1½	0.50	0.50	10	...	60

*Less reduction of 5%.

NOTE.—1918, one man cars, 0.02 per hour extra.
1919, one man cars, 0.025 per hour extra.

Year.	Class.	Per hour.	Per week.	For over-time.	For Sunday.	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Niagara, St. Catharines & Toronto Railway Co., St. Catharines, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915	1st year	0.21	...	...	...	...	...	...	10	...	
	2nd year	0.22	...	...	...	...	...	...	10	...	
	3rd year	0.23	...	...	...	...	...	...	10	...	
	4th year	0.24	...	...	...	...	...	...	10	...	
	5th year	0.25	...	...	...	...	...	...	10	...	
	6th year	0.26	...	...	...	...	...	...	10	...	
	7th year	0.27	...	...	...	...	...	...	10	...	
	8th year	0.28	...	...	...	...	...	...	10	...	
	9th year	0.29	...	...	...	...	...	...	10	...	
1916	1st year	0.23	...	...	...	...	...	...	10	...	
	2nd year	0.24	...	...	...	...	...	...	10	...	
	3rd year	0.25	...	...	...	...	...	...	10	...	
	4th year	0.27	...	...	...	...	...	...	10	...	
	5th year	0.28	...	...	...	...	...	...	10	...	
	6th year	0.29	...	...	...	...	...	...	10	...	
	7th year	0.29	...	...	...	...	...	...	10	...	
	8th year	0.31	...	...	...	...	...	...	10	...	
1917, and 1918 to Sept. 14	1st year	0.25	...	...	...	...	...	...	10	...	
	2nd year	0.27	...	...	...	...	...	...	10	...	
	3rd year	0.29	...	...	...	...	...	...	10	...	
	4th year	0.30	...	...	...	...	...	...	10	...	
	5th year	0.31	...	...	...	...	...	...	10	...	
	6th year	0.32	...	...	...	...	...	...	10	...	
Sept. 15, 1918, and 1919	1st year	0.39	...	0.10 per hr. extra	...	...	...	0.05 per hour for 80 hours	9	...	
	2nd year	0.41	...		...	...	...		9	...	
	3rd year	0.43	...		...	...	...		9	...	
	Thereafter	0.45	...		...	...	...	$4.00	9	...	
	Bonus of 0.02 per hour after ten years.										
St. Thomas Street Railway, St. Thomas, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915	1st year	0.18	10.80	0.18	...	0.18	...	...	10	...	60
	2nd year	0.21	12.60	0.21	...	0.21	...	...	10	...	60
	3rd year	0.22	13.20	0.22	...	0.22	...	...	10	...	60
1916	1st 6 mos.	0.22	13.20	0.22	...	0.22	...	...	10	...	60
	Thereafter	0.25	15.00	0.25	...	0.25	...	...	10	...	60
1917	1st 2 mos.	0.25	15.00	0.25	...	0.25	...	...	10	...	60
	Thereafter	0.27½	16.50	0.27½	...	0.27½	...	...	10	...	60
1918	1st 2 mos.	0.33	19.80	0.33	...	0.33	...	...	10	...	60
	Thereafter	0.35	21.00	0.35	...	0.35	...	...	10	...	60
1919	1st 2 mos.	0.38	22.80	0.38	...	0.38	...	...	10	...	60
	Thereafter	0.40	24.00	0.40	...	0.40	...	...	10	...	60

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Sarnia Street Railway Co. Ltd., Sarnia ,Ont.											
		$	$	$	$	$	$	$			
1914	All	0.18							12		
1915	All	0.19							11		
1916	1st year	0.20½							11		
	2nd year	0.21½							11		
1917	1st year	0.25							10		
	2nd year	0.27½							10		
1918	1st year	0.35							10		
	2nd year	0.37½							10		
1919	All	0.40	$24.00	1½	1½				10		60
International Transit Co., Sault Ste. Marie, Ont.											
		$	$	$	$	$	$	$			
1914	1st year	0.21							10½		63
	2nd year	0.22							10½		63
	3rd year	0.24							10½		63
1915	1st year	0.19							10½		63
	2nd year	0.20							10½		63
	3rd year	0.22							10½		63
1916	1st 6 mos	0.23							10½		63
	2nd 6 mos	0.24							10½		63
	2nd year	0.25							10½		63
	3rd year	0.26							10½		63
	4th year	0.27							10½		63
	5th year	0.27½							10½		63
	6th year	0.28							10½		63
	7th year	0.28½							10½		63
	8th year	0.29							10½		63
	9th year	0.29½							10½		63
	10th year	0.30							10½		63
1917 to Sept. 30	1st 6 mos	0.27							10½		63
	2nd 6 mos	0.27							10½		63
	2nd year	0.28							10½		63
	3rd year	0.29							10½		63
	4th year	0.30							10½		63
	5th year	0.31							10½		63
	6th year	0.32							10½		63
Oct. 1917, to Sept 1918 (incl.)	1st 6 mos	0.30							10½		63
	2nd 6 mos	0.31							10½		63
	2nd year	0.32							10½		63
	3rd year	0.33							10½		63
	4th year	0.35							10½		63
Oct. 1918, to Sept 1919 (incl.)	1st 6 mos	0.37							10–11		60–66
	2nd 6 mos	0.38							10–11		60–66
	2nd year	0.39							10–11		60–66
	3rd year	0.42							10–11		60–66
Oct. 1, 1919	1st 6 mos	0.40							10–11		60–66
	2nd 6 mos	0.41							10–11		60–66
	2nd year	0.42							10–11		60–66
	3rd year	0.45							10–11		60–66

NOTE:—Hours optional with ths men.

Toronto Railway Co., Toronto, Ont.											
		$	$	$	$	$	$	$			
1914 and 1916 to Oct. (incl.)	1st year	0.23½			0.27½	0.23½			9¾		
	2nd year	0.25½			0.29½	0.25½			9¾		
	3rd year	0.27½			0.31½	0.27½			9¾		
Nov. 1916, to June 15, 1917	1st year	0.26			0.30	0.26			9¾		
	2nd year	0.28			0.32	0.28			9¾		
	3rd year	0.30			0.34	0.30			9¾		
1917 from June 16	1st 6 mos	0.30			0.34	0.30			9¾		
	2nd 6 mos	0.32			0.36	0.32			9¾		
	2nd year	0.34			0.38	0.34			9¾		
	3rd year	0.37			0.41	0.37			9¾		
1918 to Oct. (incl.	1st 6 mos	0.30			0.34	0.30		plus 0·25	9¾		
	2nd 6 mos	0.32			0.36	0.32		per day.	9¾		
	2nd year	0.35			0.39	0.35			9¾		
	3rd year	0.37			0.41	0.37			9¾		
Nov. 1918, to July 3, 1919	1st 6 mos	0.32½			0.36½	1		plus 0·25	9¾		
	2nd 6 mos	0.34			0.38	1		per day	9¾		
	2nd year	0.37			0.41	1			9¾		
	3rd year	0.37			0.41	1			9¾		
July 4, 1919	1st 3 mos	0.50	24.00	1½ after	1½	1½		plus 0.25	8	8	48
	Next 9 mos	0.52½	25.20	8½ hours	1¾	1½		per day	8	8	48
	Thereafter	0.55	26.40	work.	1¾	1½			8	8	48

Year.	Class.	Rate of Wages.							Houre.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday.	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Toronto Civic Railway, Toronto, Ont.											
		$	$	$	$	$	$	$			
1914	All	0.27¾	15.00	0.27¾	plus 0.04	0.27¾	.....	.....	9	8	54
1915	All	0.27¾	15.00	0.27¾	" 0.04	0.27¾	.....	.....	9	8	54
1916 to Sept. (incl.)	All	0.27¾	15.00	0.27¾	" 0.04	0.27¾	.....	.....	9	8	54
1916 from Oct. 1	All	0.30	16.20	0.30	" 0.04	0.30	.....	.....	9	8	54
1917 to June 15	All	0.33⅓	18.00	0.33⅓	" 0.04	0.33⅓	.....	plus 0.25 per day from Mar. 9/17	9	8	54
June 16, 1917, to March 1918 (incl.)	1st 6 mos	0.30	16.20	0.30	" 0.04	0.30	.....	.....	9	8	54
	2nd 6 mos	0.32	17.28	0.32	" 0.04	0.32	.....	.....	9	8	54
	2nd year	0.35	18.90	0.35	" 0.04	0.35	.....	.....	9	8	54
	Thereafter	0.37	19.98	0.37	" 0.04	0.37	.....	.....	9	8	54
April 1918 to June 1918 (incl.)	1st 6 mos	0.33⅔	18.18	0.33⅔	" 0.04	0.33⅔	.....	plus 0.25 per day from Mar. 9/17	9	8	54
	2nd 6 mos	0.35⅔	19.26	0.35⅔	" 0.04	0.35⅔	.....	.....	9	8	54
	2nd year	0.38⅔	20.88	0.38⅔	" 0.04	0.38⅔	.....	.....	9	8	54
	Thereafter	0.40⅔	21.96	0.40⅔	" 0.04	0.40⅔	.....	.....	9	8	54
July 1918 to Mar. 1919 (incl.)	1st 6 mos	0.35⅔	19.26	0.35⅔	" 0.04	0.35⅔	.....	.....	9	8	54
	2nd 6 mos	0.37⅔	20.34	0.37⅔	" 0.04	0.37⅔	.....	.....	9	8	54
	2nd year	0.40⅔	21.96	0.40⅔	" 0.04	0.40⅔	.....	.....	9	8	54
	Thereafter	0.42⅔	23.04	0.42⅔	" 0.04	0.42⅔	.....	.....	9	8	54
April 1, 1919 to July 3, 1919	1st 6 mos	0.40⅔	19.26	0.40⅔	" 0.04	0.40⅔	.....	plus 0.25	8	7	48
	2nd 6 mos	0.42⅔	20.34	0.42⅔	" 0.04	0.42⅔	.....	per day.	8	7	48
	2nd year	0.45⅔	21.96	0.45⅔	" 0.04	0.45⅔	.....	.....	8	7	48
	Thereafter	0.48	23.04	0.48	" 0.04	0.48	.....	.....	8	7	48
July 4, 1919	1st 3 mos	0.50	24.00	0.50	" 0.04	0.50	.....	plus 0.25	8	7	48
	Next 9 mos	0.52½	25.20	0.52½	" 0.04	0.52½	.....	per day.	8	7	48
	Thereafter	0.55	26.40	0.55	" 0.04	0.55	.....	.....	8	7	48

Toronto Suburban Railway Co., Toronto, Ont.

		$	$	$	$	$	$	$		
1914	1st year	0.18	.....	0.19	.....	.....	.....	.....	10¾	.....
	2nd year	0.19	.....	0.20	.....	.....	.....	.....	10¾	.....
	3rd year	0.20	.....	0.21	.....	.....	.....	.....	10¾	.....
1915	1st year	0.18	.....	.....	.....	.....	.....	.....	10	.....
	2nd year	0.19	.....	.....	.....	.....	.....	.....	10	.....
	3rd year	0.20	.....	.....	.....	.....	.....	.....	10	.....
1916	1st year	0.20	.....	.....	.....	.....	.....	.....	10	.....
	2nd year	0.23	.....	.....	.....	.....	.....	.....	10	.....
	3rd year	0.25	.....	.....	.....	.....	.....	.....	10	.....
1917 and 1918	1st year	0.27	.....	.....	.....	.....	.....	.....	10	.....
	2nd year	0.29	.....	.....	.....	.....	.....	.....	10	.....
	3rd year	0.31	.....	.....	.....	.....	.....	.....	10	.....
1919	1st year	0.39	.....	.....	.....	.....	.....	.....	9¼	.....
	2nd year	0.41	.....	.....	.....	.....	.....	.....	9¼	.....
	3rd year	0.43	.....	.....	.....	.....	.....	.....	9¼	.....
	Thereafter	0.45	.....	.....	.....	.....	.....	.....	9¼	.....

1919. Sunday runs can start 2 hours later in morning than week days, but crewe are allowed same platform time as is given on week days.

Toronto & York Radial Railway Co., Toronto, Ont.

		$ Per month.	$	$	$	$	$	$		
1914	1st year	50.00	.....	.....	.....	.....	.....	.....	10	.....
	2nd year	55.00	.....	.....	.....	.....	.....	.....	10	.....
	3rd year	60.00	.....	.....	.....	.....	.....	.....	10	.....
1915	1st year	50.00	.....	.....	.....	.....	.....	.....	10	.....
	2nd year	55.00	.....	.....	.....	.....	.....	.....	10	.....
	3rd year	60.00	.....	.....	.....	.....	.....	.....	10	.....
1916	1st year	0.21½	.....	.....	.....	.....	.....	.....	10	.....
	2nd year	0.23	.....	.....	.....	.....	.....	.....	10	.....
	3rd year	0.25	.....	.....	.....	.....	.....	.....	10	.....
1917	1st year	0.21½	.....	.....	.....	.....	.....	.....	10	.....
	2nd year	0.23	.....	.....	.....	.....	.....	.....	10	.....
	3rd year	0.25	.....	.....	.....	.....	.....	.....	10	.....
1918	1st year	0.21½	.....	.....	.....	.....	.....	.....	10	.....
	2nd year	0.23	.....	.....	.....	.....	.....	.....	10	.....
	3rd year	0.25	.....	.....	.....	.....	.....	.....	10	.....
1919	1st year	90.00	.....	.....	.....	.....	.....	.....	10	.....
	2nd year	95.00	.....	.....	.....	.....	.....	.....	10	.....
	3rd year	100.00	.....	.....	.....	.....	.....	.....	10	.....

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
The Niagara Falls, Welland and Lake Erie Railway Co., Welland, Ont.											
		$	$	$	$	$	$	$			
1914 and 1915	1st year	0.18½			0.18½				11½–13	10	67½–78
	2nd year	0.20½			0.20½				11½–13	10	67½–78
	3rd year	0.22½			0.22½				11½–13	10	67½–78
	4th year	0.25			0.25				11½–13	10	67½–78
1916	1st year	0.21			0.21				11½–13	10	67½–78
	2nd year	0.23			0.23				11½–13	10	67½–78
	3rd year	0.23			0.23				11½–13	10	67½–78
	4th year	0.26			0.26				11½–13	10	67½–78
	1st year	0.24			0.24				11½–13	10	67½–78
1917	2nd year	0.25			0.25				11½–13	10	67½–78
	3rd year	0.26			0.26				11½–13	10	67½–78
	4th year	0.27			0.27				11½–13	6 10	67½–78
1918	1st year	0.28			0.28				11½–13	7½–10½	67½–78
	2nd year	0.30			0.30				11½–13	7½–10½	67½–78
	3rd year	0.32			0.32				11½–13	7½–10½	67½–78
	4th year	0.34			0.34				11½–13	7½–10½	67½–78
1919	1st year	0.29			0.29				11½–13	7½–10½	67½–78
	2nd year	0.31			0.31				11½–13	7½–10½	67½–78
	3rd year	0.33			0.33				11½–13	7½–10½	67½–78
	4th year	0.35			0.35				11½–13	7½–10½	67½–78
Sandwich, Windsor and Amherstburg Railway Co., Windsor, Ont.											
		$	$	$	$	$	$	$			
1914	1st year	$0.23							9–12		
	2nd year	0.24							9–12		
	3rd year	0.25							9–12		
	4th year	0.26							9–12		
1915	1st year	0.24							9–12		
	2nd year	0.25							9–12		
	3rd year	0.26							9–12		
1916	1st 6 mos	0.25							9–12		
	2nd 6 mos	0.26							9–12		
	2nd year	0.27							9–12		
	3rd year	0.28							9–12		
1917	1st 6 mos	0.28		plus .04				plus 0·25	10	10	
	2nd 6 mos	0.29		per hr.				per day	10	10	
	2nd year	0.31							10	10	
	3rd year	0.32							10	10	
1918	1st 6 mos	0.35		plus 0.06				plus 0·40	10	10	
	2nd 6 mos	0.37		per hr.				per day	10	10	
	2nd year	0.38							10	10	
	3rd year	0.40							10	10	
1919	1st 3 mos	0.40		0.60				plus 0·50	10	10	
	Thereafter	0.50		0.70				per day	10	10	
Woodstock, Thames Valley & Ingersoll Railway, Woodstock, Ont.											
		$	$	$	$	$	$	$			
1914	1st year	0.18							16		
1915	1st year	0.17							16		
	2nd year	0.18							16		
	3rd year	0.17							16		
	4th year	0.18							16		
1916	1st year	0.18							11½		
	2nd year	0.19							11½		
	3rd year	0.18							11½		
	4th year	0.19							11½		
1917	All	0.19		0.22					16		82
1918	All	0.19		0.25					16		82
1919	All	0.20		0.27½					16		82
Brandon Municipal Railway, Brandon, Man.											
		$	$	$	$	$	$	$			
1914 and 1915	1st 6 mos	$0.24							9		
	2nd 6 mos	0.26							9		
	2nd year	0.28							9		
1916 and 1917	1st 6 mos	0.26 and 7%							9		
	2nd 6 mos	0.28 and 7%							9		
	2nd year	0.30 and 7%							9		
1918	1st 6 mos	0.35							9		
	2nd 6 mos	0.36							9		
	3rd 6 mos	0.37							9		
	4th 6 mos	0.38							9		
	5th 6 mos	0.39							9		
	Thereafter	0.40							9		
1919	1st 6 mos	0.40							9		
	2nd 6 mos	0.42							9		
	3rd 6 mos	0.44							9		
	Thereafter	0.46							9		

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Winnipeg, Selkirk and Lake Winnipeg Electric Railway, Winnipeg, Man.											
		$	$	$	$	$	$	$			
1914	1st 6 mos.	0.25	.....	0.25	0.25	0.25	.....	.....	10	.....	
	2nd 6 mos.	0.27	.....	0.27	0.27	0.27	.....	.....	10	.....	
	2nd year	0.28	.....	0.28	0.28	0.28	.....	.....	10	.....	
	3rd year	0.31	.....	0.31	0.31	0.31	.....	.....	10	.....	
	4th year	0.31	.....	0.34	0.34	0.34	.....	.....	10	.....	
1915 and 1916	1st 6 mos.	0.25	.....	0.25	0.25	0.25	.....	.....	9½	.....	
	2nd 6 mos.	0.27	.....	0.27	0.27	0.27	.....	.....	9½	.....	
	2nd year	0.28	.....	0.28	0.28	0.28	.....	.....	9½	.....	
	3rd year	0.31	.....	0.31	0.31	0.31	.....	.....	9½	.....	
	4th year	0.34	.....	0.34	0.34	0.34	.....	.....	9½	.....	
1917 and 1918 to April (incl.)	1st 6 mos.	0.28	.....	0.28	0.28	0.28	.....	.....	9½	.....	
	2nd 6 mos.	0.30	.....	0.30	0.30	0.30	.....	.....	9½	.....	
	2nd year	0.31	.....	0.31	0.31	0.31	.....	.....	9½	.....	
	3rd year	0.33	.....	0.33	0.33	0.33	.....	.....	9½	.....	
	4th year	0.36	.....	0.36	0.36	0.36	.....	.....	9½	.....	
May, 1918, to Sept., 1918 (incl.)	1st 6 mos.	0.30	.....	1½	10	0.30	.....	plus 0.05	9	8½	54
	2nd 6 mos.	0.32	.....	1½	hrs. pay	0.32	.....	per hour	9	8½	54
	2nd year	0.33	.....	1½	.....	0.33	.....	.....	9	8½	54
	3rd year	0.35	.....	1½	.....	0.35	.....	.....	9	8½	54
	4th year	0.39	.....	1½	.....	0.39	.....	.....	9	8½	54
Oct. 1, 1918 to June 25, 1919	1st 6 mos.	0.39	.....	1½	.....	0.39	.....	plus 0.05 per hour	8	.....	
	2nd 6 mos.	0.41	.....	1½	.....	0.41	.....	.....	8	.....	
	2nd year	0.44	.....	1½	.....	0.44	.....	.....	8	.....	
	3rd year	0.47	.....	1½	.....	0.47	.....	.....	8	.....	
June 26, 1919	1st 6 mos.	0.46	.....	1½	0.51	0.46	.....	plus 0.05	8	.....	
	2nd 6 mos.	0.49	.....	1½	0.54	0.49		per hour	8	.....	
	2nd year	0.52	.....	1½	0.57	0.52	.....	.....	8	.....	
	3rd year	0.55	.....	1½	0.60	0.55	.....	.....	8	.....	
Winnipeg Electric Railway Co., Winnipeg, Man.											
		$	$	$	$	$	$	$			
1914 to 1916 (incl)	1st 6 mos.	0.25	.....	.....	.....	.....	.....	.....	9	.....	
	2nd 6 mos.	0.27	.....	.....	.....	.....	.....	.....	9	.....	
	2nd year	0.28	.....	.....	.....	.....	.....	.....	9	.....	
	3rd year	0.31	.....	.....	.....	.....	.....	.....	9	.....	
	4th year	0.34	.....	.....	.....	.....	.....	.....	9	.....	
1917 and 1918 to April (incl.)	1st 6 mos.	0.28	.....	.....	.....	.....	.....	.....	9	.....	
	2nd 6 mos.	0.30	.....	.....	.....	.....	.....	.....	9	.....	
	2nd year	0.31	.....	.....	.....	.....	.....	.....	9	.....	
	3rd year	0.33	.....	.....	.....	.....	.....	.....	9	.....	
	4th year	0.36	.....	.....	.....	.....	.....	.....	9	.....	
May, 1918 to Sept., 1918 (incl.)	1st 6 mos.	0.30	.....	1½	10 hours	1½	.....	plus 0.05	9	8	54
	2nd 6 mos.	0.32	.....	1½	pay	1½	.....	per hour	9	8	54
	2nd year	0.33	.....	1½	.....	1½	.....	.....	9	8	54
	3rd year	0.35	.....	1½	.....	1½	.....	.....	9	8	54
	4th year	0.39	.....	1½	.....	1½	.....	.....	9	8	54
Oct. 1, 1918, to June 25, 1919	1st 6 mos.	0.39	.....	1½	.....	1½	.....	plus 0.05 per hour	8	.....	
	2nd 6 mos.	0.41	.....	1½	.....	1½	.....	.....	8	.....	
	2nd year	0.44	.....	1½	.....	1½	.....	.....	8	.....	
	3rd year	0.47	.....	1½	.....	1½	.....	.....	8	.....	
June 26, 1919	1st 6 mos.	0.46	22.08	1½	0.51	1½	.....	plus 0.05 per hour	8	.....	48
	2nd 6 mos.	0.49	23.52	1½	0.54	1½	.....	.....	8	.....	48
	2nd year	0.52	24.96	1½	0.57	1½	.....	.....	8	.....	48
	3rd year	0.55	26.40	1½	0.60	1½	.....	.....	8	.....	48
Moosejaw Electric Railway Co., Moosejaw, Sask.											
		$	$	$	$	$	$	$			
1914	1st 6 mos.	0.27½	.....	.....	.....	.....	.....	.....	9	.....	
	2nd 6 mos.	0.30	.....	.....	.....	.....	.....	.....	9	.....	
	2nd year	0.32½	.....	.....	.....	.....	.....	.....	9	.....	
	3rd year	0.35	.....	.....	.....	.....	.....	.....	9	.....	
1915	1st 6 mos.	0.233	.....	.....	.....	.....	.....	.....	9	.....	
	2nd 6 mos.	0.255	.....	.....	.....	.....	.....	.....	9	.....	
	2nd year	0.276	.....	.....	.....	.....	.....	.....	9	.....	
	3rd year	0.295	.....	.....	.....	.....	.....	.....	9	.....	
1916	1st 6 mos.	0.26	.....	.....	.....	.....	.....	.....	9	.....	
	2nd 6 mos.	0.26½	.....	.....	.....	.....	.....	.....	9	.....	
	2nd year	0.27½	.....	.....	.....	.....	.....	.....	9	.....	
	3rd year	0.30	.....	.....	.....	.....	.....	.....	9	.....	

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Moosejaw Electric Railway Company, Moosejaw, Sask.—*Concluded.*											
		$	$	$	$	$	$	$			
1917	1st 6 mos.	0.26				plus 0.05 per hr.			9		
	2nd 6 mos.	0.26½							9		
	2nd year	0.27½							9		
	3rd year	0.28½							9		
	4th year	0.31							9		
1918	1st 6 mos.	0.35				plus 0.05 per hr.			9		
	2nd 6 mos.	0.36							9		
	2nd year	0.38							9		
	3rd year	0.40							9		
1919	1st 3 mos.	0.40		1½ after 10th hour	9 hours pay	plus 0.05 per hr.			9	6½	
	2nd 3 mos.	0.41							9	6½	
	3rd 3 mos.	0.43							9	6½	
	Thereafter	0·45							9	6½	
	One man Safety cars:										
	1st 6 mos.	0.50				plus 0.05 per hr.			9		
	Thereafter	0.55							9		
Regina Municipal Railway Co., Regina, Sask.											
		$	$	$	$	$	$	$			
1914	1st 6 mos.	0.27½							9		
	2nd 6 mos.	0.30							9		
	2nd year	0.35							9		
	3rd year	0.37½							9		
1915 and 1916	1st 6 mos.	0.27½							9		
	2nd 6 mos.	0.27½							9		
	2nd year	0.32½							9		
	3rd year	0.34½							9		
1917	1st 6 mos.	0.27½							9		
	2nd 6 mos.	0.30							9		
	2nd year	0.35							9		
	3rd year	0.37½							9		
1918 to July, 15	1st 6 mos.	0.30½							9		
	2nd 6 mos.	0.33							9		
	2nd year	0.38½							9		
	3rd year	0.41½							9		
1918 from July 16	1st 6 mos.	0.35							9		
	2nd 6 mos.	0.37½							9		
	2nd year	0.40							9		
	3rd year	0.43							9		
1919	1st 6 mos.	0.36	20.52	1½ after 9 hours; mid-night.	1½	1½		0.05 per hour extra.	9		54: paid for 57
	2nd 6 mos.	0.40	22.80		1½	1½			9		
	2nd year	0.43	24.51		1½	1½			9		
	3rd year	0.45	25.65		1½	1½			9		
	4th year	0.48	27.36		1½	1½			9		
Saskatoon Municipal Railway, Saskatoon, Sask.											
		$	$	$	$	$	$	$			
1914	1st 6 mos.	0.28							9½		
	2nd 6 mos.	0.30							9½		
	2nd year	0.35							9½		
	3rd year	0.37½							9½		
1915	1st 6 mos.	0.26							9½		
	2nd 6 mos.	0.28							9½		
	2nd year	0.33							9½		
	3rd year	9.35							9½		
1916	1st 6 mos.	0.27							9½		
	2nd 6 mos.	0.28							9½		
	2nd year	0.33							9½		
	3rd year	0.35							9½		
1917	1st 6 mos.	0.28							9½		
	2nd 6 mos.	0.30							9½		
	3rd 6 mos.	0.32½							9½		
	4th 6 mos.	0.35							9½		
	3rd year	0.38							9½		
1918	1st 6 mos.	0.31			1½	1½	0.36	0.36	9		
	2nd 6 mos.	0.33			1½	1½	0.38	0.38	9		
	3rd 6 mos.	0.35			1½	1½	0.40	0.40	9		
	4th 6 mos.	0.38			1½	1½	0.43	0.43	9		
	3rd year	0.41			1½	1½	0.46	0.46	9		
1919	1 st 6 mos.	0.40	21.60		1½	1½	0.45	0.45	9		54
	2nd 6 mos.	0.42	22.68		1½	1½	0.47	0.47	9		54
	3rd 6 mos.	0.46	24.84		1½	1½	0.51	0.51	9		54
	4th 6 mos.	0.48	25.92		1½	1½	0.53	0.53	9		54
	3rd year	0.50	27.00		1½	1½	0.55	0.55	9		54

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
City of Calgary Street Railway Dept., Calgary, Alta.											
		$	$	$	$	$	$	$			
1914	1st 3 mos	0.28							9		
	2nd 3 mos	0.30							9		
	2nd 6 mos	0.32							9		
	2nd year	0.34							9		
	3rd year	0.36							9		
	4th year	0.38							9		
1915*	1st 6 mos	0.32							9		49½
	2nd 6 mos	0.33							9		49½
	3rd 6 mos	0.34							9		49½
	4th 6 mos	0.35							9		49½
1916	1st year	0.26							9		
	2nd year	0.28							9		
	3rd year	0.30							9		
	4th year	0.33							9		
	5th year	0.35							9		
1917	1st year	0.35	18.90			1½ & 2			9		54
	2nd year	0.38	20.52			1½ & 2			9		54
	3rd year	0.40	21.60			1½ & 2			9		54
1918 to June 30, 1918	1st year	0.40	21.60		1 hour	1½		plus 0.05 per hour	9		54
	3rd 6 mos	0.41	22.14		extra	1½			9		54
	4th 6 mos	0.42	22.68		pay	1½			9		54
	5th 6 mos	0.43	23.22			1½			9		54
1918 from July 1	6th 6 mos	0.44	23.76		1 hour extra pay	1½			9		54
	7th 6 mos	0.45	24.30			1½			9		54
1919	1st 6 mos	0.45	21.60		1 hour extra pay	2		plus 0.05 per hour.	8		48
	2nd 6 mos	0.50	24.00			2			8		48
	3rd 6 mos	0.55	26.40			2			8		48
	4th 6 mos	0.60	28.80			2			8		48

*4½ hrs. worked on short day.
NOTE:—1918 and 1919, Motor-Conductors 0.05 per hour extra.

Edmonton Street Railway, Edmonton, Alta.											
		$	$	$	$	$	$	$			
1914	1st 6 mos	0.27½							9		
	2nd 6 mos	0.30							9		
	2nd year	0.35							9		
	3rd year	0.37½							9		
1915 and 1916	1st 6 mos	0.26½		0.26½					9		
	2nd 6 mos	0.28½		0.28½					9		
	2nd year	0.31½		0.31½					9		
	3rd year	0.34		0.34					9		
1917	1st year	0.30		0.30					9		
	2nd year	0.32½		0.32½					9		
	3rd year	0.35		0.35					9		
	4th year	0.37½		0.37½					9		
	5th year	0.40		0.40					9		
1918	1st year	0.32½	17.55	0.32½	0.32½	0.32½			9		
	2nd year	0.35	18.90	0.35	0.35	0.35			9		
	3rd year	0.40	21.60	0.40	0.40	0.40			9		
1919	1st 6 mos	0.35	18.90						9		54
	2nd 6 mos	0.37½	20.25						9		54
	2nd year	0.40	21.60						9		64
	3rd year	0.45	24.30						9		54

NOTE:—On one-man cars, per hour, 1915 and 1916, 0.40; 1917 and 1918 to Oct. 1, 0.45; 1918 after Oct. 1, 0.50; 1919, 1st year 0.45; thereafter, 0.50.

Lethbridge Electric Railway, Lethbridge, Alta.											
		$	$	$	$	$	$	$			
1914	All	0.34		1½	2				9		54
1915	1st 6 mos	0.30		1½					9		54
	2nd 6 mos	0.32		1½					9		54
	2nd year	0.34		1½					9		54
1916	1st 6 mos	0.30		1½					9		54
	2nd 6 mos	0.32		1½					9		54
	2nd year	0.34		1½					9		54
1917	1st 6 mos	0.36		1½					9		54
	2nd 6 mos	0.36		1½					9		54
	2nd year	0.38		1½					9		54
1918	All	0.40¾		1½	1½				9		54
1919	All	0.51½		1½	1½	1½			9		56½

Year.	Class.	Rate of Wages.							Hours.		
		Per hour.	Per week.	For over-time.	For Sunday.	For holiday	Work trains.	With students.	Per full day.	Sun-day.	Per week.
Nelson Electric Railway, Nelson, B.C.											
	Conductors.	Per month.									
		$	$	$	$	$	$	$			
1914 to 1917 (incl)	Beginners	70.00	.....	0.40	.....	.....	.....	.....	8½	8½	51
	After 6 mos	75.00	.....	0.40	.....	.....	.....	.....	8½	8½	51
	1 yr. later	80.00	.....	0.40	.....	.....	.....	.....	8½	8½	51
	1 yr. later	85.00	.....	0.40	.....	.....	.....	.....	8½	8½	51
	Motormen—										
	Beginners	75.00	.....	0.40	.....	.....	.....	.....	8½	8½	51
	After 6 mos	89.00	.....	0.40	.....	.....	.....	.....	8½	8½	51
	1 yr. later	85.00	.....	0.40	.....	.....	.....	.....	8½	8½	51
	1 yr. later	90.00	.....	0.40	.....	.....	.....	.....	8½	8½	51
1918	**Conductors**	90.00	.....	0.45	.....	.....	.....	.....	8½	8½	51
	Motormen	100 00	.....	0.45	.....	.....	.....	.....	8½	8½	51
1919	All	100.00	.....	0.45	.....	.....	.....	10.00 bonus.	8½	8½	51
B. C. Electric Railway Co., Vancouver & Victoria, B.C.											
		$	$	$	$	$	$	$			
1914	1st year	0.27	.....	.....	.....	.....	.....	.....	9	.....	
	2nd year	0.29	.....	.....	.....	.....	.....	.....	9	.....	
	3rd year	0.31	.....	.....	.....	.....	.....	.....	9	.....	
	4th year	0.33	.....	.....	.....	.....	.....	.....	9	.....	
	5th year	0.35	.....	.....	.....	.....	.....	.....	9	.....	
1915	1st year	0.26	.....	.....	.....	.....	.....	.....	9	.....	
	2nd year	0.27½	.....	.....	.....	.....	.....	.....	9	.....	
	3rd year	0.29	.....	.....	.....	.....	.....	.....	9	.....	
	4th year	0.30½	.....	.....	.....	.....	.....	.....	9	.....	
	5th year	0.32	.....	.....	.....	.....	.....	.....	9	.....	
1916	1st year	0.27	.....	.....	.....	.....	.....	.....	9½	.....	
	2nd year	0.29	.....	.....	.....	.....	.....	.....	9½	.....	
	3rd year	0.31	.....	.....	.....	.....	.....	.....	9½	.....	
	4th year	0.33	.....	.....	.....	.....	.....	.....	9½	.....	
	5th year	0.35	.....	.....	.....	.....	.....	.....	9½	.....	
1917	1st 6 mos	0.27	.....	.....	.....	.....	.....	.....	9½	.....	
	2nd 6 mos	0.35	.....	.....	.....	.....	.....	.....	9½	.....	
	2nd year	0.35	.....	.....	.....	.....	.....	.....	9½	.....	
	3rd year	0.36	.....	.....	.....	.....	.....	.....	9½	.....	
	4th year	0.38	.....	.....	.....	.....	.....	.....	9½	.....	
	5th year	0.40	.....	.....	.....	.....	.....	.....	9½	.....	
1918 City and suburban	1st 6 mos	0.40	.....	.....	.....	.....	.....	.....	8	.....	
	2nd 6 mos	0.45	.....	.....	.....	.....	.....	.....	8	.....	
	3rd 6 mos	0.38	.....	.....	.....	.....	.....	.....	8	.....	
	Thereafter	0.51	.....	.....	.....	.....	.....	.....	8	.....	
Interurban passenger	1st 6 mos	0.40	.....	.....	.....	.....	.....	.....	8	.....	
	2nd 6 mos	0.46	.....	.....	.....	.....	.....	.....	8	.....	
	3rd 6 mos	0.50	.....	.....	.....	.....	.....	.....	8	.....	
	Thereafter	0.53	.....	.....	.....	.....	.....	.....	8	.....	
				.....	.....	.....	.....	.....	8	.....	
1919	**City & Suburban.**										
	1st 6 mos	0.45	21.60	1½	1½	.....	0.47	.....	8	.....	48
	2nd 6 mos	0.50	24.00	1½	1½	.....	0.52	.....	8	.....	48
	3rd 6 mos	0.53	25.44	1½	1½	.....	0.55	.....	8	.....	48
	Thereafter	0.56	26.88	1½	1½	.....	0.58	.....	8	.....	48
1919	**Interurban.**										
	1st 6 mos	0.45	21.60	1½	1½	.....	.....	.....	8	.....	48
	2nd 6 mos	0.51	24.48	1½	1½	.....	.....	.....	8	.....	48
	3rd 6 mos	0.55	26.40	1½	1½	.....	.....	.....	8	.....	48
	Thereafter	0.58	27.84	1½	1½	.....	.....	.....	8	.....	48

NOTE:—Interurban Freight, 1918 and 1919, 0.02 extra.

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